EXHIBIT 1

Case 4:17-cv-02374 Document 94-3 Filed on 04/25/19 in TXSD Page 2 of 76

INVOICE

 Invoice Number
 9495010551

 Matter Number
 1001005149

Invoice Date December 14, 2017

NRF Contact Shauna Johnson Clark

Your Reference 2016-0444

NORTON ROSE FULBRIGHT

Norton Rose Fulbright US LLP

Fulbright Tower

1301 McKinney, Suite 5100

Houston TX 77010

Tel: +1 713-651-5151 Fax: +1 713-651-5246

www.nortonrosefulbright.com

Tax ID No. 74-1201087

Accounts Contact:

nrfusaccountsreceivable@nortonrosefulbright.com

ConocoPhillips Company 1776 I St Nw Washington DC 20006-3700

Samuel Gonzales v. ConocoPhillips Company

Professional Services Rendered to September 30, 2017

Charges

USD

SUMMARY

Fees 58.50

TOTAL AMOUNT DUE AND PAYABLE

USD 58.50

Payable in 30 days

PAYMENT INFORMATION - Please reference the invoice number when remitting payment.

This bill is due for payment by credit transfer to the account of Norton Rose Fulbright US LLP | HSBC | 95 Washington Street, 4th FIr South, Buffalo, NY 14203 | Wire Routing Number 021001088 | ACH Routing Number 022000020 | SWIFT Number MRMDUS33 | CHIPS ABA: 0108 | Account Number 827023227 OR via Mail: Norton Rose Fulbright US LLP, Dept. 2613, PO Box 122613, Dallas, Texas 75312-2613

This invoice may include fees and disbursements of the member firms of the Norton Rose Fulbright Verein.

Invoice Date

December 14, 2017

Invoice Number

9495010551

Matter Description

Samuel Gonzales v. ConocoPhillips

Matter Number

1001005149

Samuel Gonzales v. ConocoPhillips

TIME DETAILS

DATE NAME

HOURS

DESCRIPTION

09/18/2017 Spearman, S

0.30

Examination and analysis of initial pleadings generating docket entry

for responsive deadline.

Total

0.30

TIME SUMMARY

NAME	<u>OFFICE</u>	<u>HOURS</u>	<u>RATE</u>	<u>AMOUNT</u>
Paralegal				
Spearman, S	Houston	0.30	195.00	58.50
			Sub Total	58.50
Total		0.30		58.50

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Case 4:17-cv-02374 Document 94-3 Filed on 04/25/19 in TXSD Page 4 of 76

INVOICE

 Invoice Number
 9495010550

 Matter Number
 1001005149

Invoice Date December 14, 2017

NRF Contact Shauna Johnson Clark

Your Reference 2016-0444

NORTON ROSE FULBRIGHT

Norton Rose Fulbright US LLP

Fulbright Tower

1301 McKinney, Suite 5100

Houston TX 77010

Tel: +1 713-651-5151 Fax: +1 713-651-5246

www.nortonrosefulbright.com

Tax ID No. 74-1201087

Accounts Contact:

nrfusaccountsreceivable@nortonrosefulbright.com

ConocoPhillips Company 1776 I St Nw Washington DC 20006-3700

Samuel Gonzales v. ConocoPhillips Company

Professional Services Rendered to October 31, 2017

Charges

USD

SUMMARY

Fees 9,042.50

TOTAL AMOUNT DUE AND PAYABLE

USD 9,042.50

Payable in 30 days

PAYMENT INFORMATION - Please reference the invoice number when remitting payment.

This bill is due for payment by credit transfer to the account of Norton Rose Fulbright US LLP | HSBC | 95 Washington Street, 4th FIr South, Buffalo, NY 14203 | Wire Routing Number 021001088 | ACH Routing Number 022000020 | SWIFT Number MRMDUS33 | CHIPS ABA: 0108 | Account Number 827023227 OR via Mail: Norton Rose Fulbright US LLP, Dept. 2613, PO Box 122613, Dallas, Texas 75312-2613

Invoice Date

December 14, 2017

Invoice Number

9495010550

Matter Description

Samuel Gonzales v. ConocoPhillips

Matter Number

1001005149

Samuel Gonzales v. ConocoPhillips

TIME DETAILS

<u>DATE</u>	NAME	HOURS	DESCRIPTION
10/02/2017	Issa, F	0.60	
10/03/2017	Clark, S	2.00	
10/03/2017	Issa, F	1.20	
10/03/2017	Spearman, S	0.50	Examination and analysis of Plaintiff's EEOC file produced to client noting:
10/04/2017	Clark, S	0.50	Continue review of documents.
10/05/2017	Issa, F	0.20	Telephone conference with L. Knox regarding
10/11/2017	Issa, F	3.40	Draft defendants' answer.
10/12/2017	Issa, F	3.80	Draft defendant's answer;
			draft certificate of interested parties.
10/20/2017	Issa, F	0.20	Review and revise defendants' answer and email communications with K. Jones regarding:
10/23/2017	Issa, F	0.20	Finalize and file defendants' answer and certificate of interested parties.
10/23/2017	Issa, F	0.30	Receive and review correspondence from plaintiff's counsel regarding Rule 26 conference.
10/24/2017	Issa, F	0.10	Receive and review recusal order from Judge Ellison and email communications with K. Jones and L. Knox regarding
10/24/2017	Issa, F	0.40	Attention to Concordance database.
10/25/2017	Issa, F	0.20	Receive and review plaintiff's request for appeal and email communications with K. Jones regarding
10/25/2017	Issa, F	0.10	Email communications with K. Jones and L. Knox regarding
10/26/2017	Spearman, S	0.30	Examination and analysis of Order for Initial Scheduling Conference generating docket entries for same.
10/30/2017	Issa, F	0.10	Email communications with K. Jones and L. Knox regarding
10/30/2017	Issa, F	0.10	Email communications with plaintiff's counsel regarding Rule 26 conference.
10/31/2017	Issa, F	4.20	Review and analyze clients documents and review and mark

Norton Rose Fulbright US LLP is a limited liability partnership registered under the laws of Texas.

Invoice Date

December 14, 2017

Invoice Number

9495010550

Matter Description

Samuel Gonzales v. ConocoPhillips

Matter Number

1001005149

		· ·			
<u>DATE</u>	NAME	HOURS	DESCRIPTION		
			documents in Concordance production.	database in preparation	for document
Total		18.40			
TIME SUMM	ARY				
<u>NAME</u>		OFFICE	HOURS	RATE	AMOUNT
Partner					
Clark, S		Houston	2.50	595.00	1,487.50
				Sub Total	1,487.50
NAME		OFFICE	HOURS	RATE	<u>AMOUNT</u>
Counsel					
Issa, F		Houston	15.10	490.00	7,399.00
				Sub Total	7,399.00
<u>NAME</u>		OFFICE	HOURS	RATE	<u>AMOUNT</u>
Paralegal					
Spearman, S	3	Houston	0.80	195.00	156.00
				Sub Total	156.00
Total			18.40		9,042.50

Norton Rose Fulbright US LLP is a limited liability partnership registered under the laws of Texas.

Case 4:17-cv-02374 Document 94-3 Filed on 04/25/19 in TXSD Page 7 of 76

INVOICE

 Invoice Number
 9495010547

 Matter Number
 1001005149

Invoice Date December 14, 2017

NRF Contact Shauna Johnson Clark

Your Reference 2016-0444

NORTON ROSE FULBRIGHT

Norton Rose Fulbright US LLP

Fulbright Tower

1301 McKinney, Suite 5100

Houston TX 77010

Tel: +1 713-651-5151 Fax: +1 713-651-5246

www.nortonrosefulbright.com

Tax ID No. 74-1201087

Accounts Contact:

nrfusaccountsreceivable@nortonrosefulbright.com

ConocoPhillips Company 1776 I St Nw Washington DC 20006-3700

Samuel Gonzales v. ConocoPhillips Company

Professional Services Rendered to November 30, 2017

Charges

USD

SUMMARY

Fees 14,952.50

TOTAL AMOUNT DUE AND PAYABLE

USD 14,952,50

Payable in 30 days

PAYMENT INFORMATION - Please reference the invoice number when remitting payment.

This bill is due for payment by credit transfer to the account of Norton Rose Fulbright US LLP | HSBC | 95 Washington Street, 4th FIr South, Buffalo, NY 14203 | Wire Routing Number 021001088 | ACH Routing Number 022000020 | SWIFT Number MRMDUS33 | CHIPS ABA: 0108 | Account Number 827023227 OR via Mail: Norton Rose Fulbright US LLP, Dept. 2613, PO Box 122613, Dallas, Texas 75312-2613

This invoice may include fees and disbursements of the member firms of the Norton Rose Fulbright Verein.

Invoice Date

December 14, 2017

Invoice Number

9495010547

Matter Description

Samuel Gonzales v. ConocoPhillips

Matter Number

1001005149

Samuel Gonzales v. ConocoPhillips

TIME DETAILS

DATE	NAME	HOURS	DESCRIPTION
11/01/2017	Issa, F	0.10	Email communications with plaintiff's counsel regarding Rule 26 conference.
11/01/2017	Issa, F	4.10	Review, analyze, and mark documents in Relativity.
11/01/2017	Issa, F	1.10	
11/02/2017	Issa, F	3.60	
11/03/2017	Spearman, S	2.30	Generate Witness Interviews Notebook
11/05/2017	Clark, S	2.00	·
11/06/2017	Clark, S	2.00	
11/06/2017	Clark, S	2.50	
11/06/2017	Issa, F	0.80	Preparation for and conference call with C. Churchill
11/06/2017	Issa, F	0.80	Preparation for and conference call with F. Alexander and D. Mecham regarding
11/08/2017	Issa, F	1.20	Draft joint discovery/case management plan.
11/09/2017	Issa, F	0.70	Email communications with plaintiff's counsel regarding joint discovery/case management plan; preparation for conference call with plaintiff's counsel regarding joint discovery/case management plan; email communications with plaintiff's counsel to reschedule call due to his illness.
11/13/2017	Issa, F	0.30	Receive and review proposed revisions to joint discovery/case management plan from plaintiff's counsel.
11/14/2017	Issa, F	0.10	Email communications with plaintiff's counsel regarding joint discovery/case management plan.
11/16/2017	Clark, S	0.50	dissevery/ease management plan.
11/16/2017	Issa, F	2.20	Preparation for and meet and confer with plaintiff's counsel and email communications with K. Jones regarding
11/17/2017	Issa, F	0.10	Email communications with plaintiff's counsel and K. Jones regarding
11/20/2017	Issa, F	0.10	Email communications with plaintiff's counsel and K. Jones regarding

Norton Rose Fulbright US LLP is a limited liability partnership registered under the laws of Texas.

Invoice Date

December 14, 2017

Invoice Number

9495010547

Matter Description

Samuel Gonzales v. ConocoPhillips

Matter Number

1001005149

DATE	NAME	<u>HOURS</u>	DESCRIPTION
11/26/2017	Issa, F	0.80	Draft defendant's first set of interrogatories to plaintiff.
11/27/2017	Issa, F	1.60	Telephone conference with plaintiff's counsel regarding joint discovery/case management plan; review and revise joint discovery/case management plan; email communications with K. Jones regarding
11/28/2017	Issa, F	0.60	Multiple email communications with K. Jones and L. Knox regarding
11/29/2017	Issa, F	1.40	Multiple email communications regarding review and
11/30/2017	Issa, F	1.40	revise joint discovery/case management plan. Review and revise joint discovery/case management plan; multiple email communications with K. Jones and L. Knox multiple email and telephone communications
11/30/2017	Issa, F	0.10	with e-discovery team regarding Email communications with plaintiff's counsel regarding joint discovery/case management plan.
Total		30.40	

TIME SUMMARY

NAME	OFFICE	<u>HOURS</u>	<u>RATE</u>	AMOUNT
Partner				
Clark, S	Houston	0.50	595.00	297.50
Clark, S	Houston	6.50	595.00	3,867.50
			Sub Total	4,165.00
<u>NAME</u>	<u>OFFICE</u>	<u>HOURS</u>	<u>RATE</u>	AMOUNT
Counsel				
Issa, F	Houston	10.50	490.00	5,145.00
Issa, F	Houston	10.60	490.00	5,194.00
			Sub Total	10,339.00
<u>NAME</u>	OFFICE	<u>HOURS</u>	RATE	AMOUNT

Paralegal

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Case 4:17-cv-02374 Document 94-3 Filed on 04/25/19 in TXSD Page 10 of 76

NORTON ROSE FULBRIGHT

Invoice Date December 14, 2017		Invoice Number	9495010547	
Matter Description	Samuel Gonzales v. ConocoPhillips			
Matter Number	1001005149			
Spearman, S	Houston	2.30	195.00	448.50
			Sub Total	448.50
Total		30.40		14,952.50

Norton Rose Fulbright US LLP is a limited liability partnership registered under the laws of Texas.

Case 4:17-cv-02374 Document 94-3 Filed on 04/25/19 in TXSD Page 11 of 76

INVOICE

 Invoice Number
 9495012612

 Matter Number
 1001005149

Invoice Date December 20, 2017

NRF Contact Shauna Johnson Clark

Your Reference 2016-0444

NORTON ROSE FULBRIGHT

Norton Rose Fulbright US LLP

Fulbright Tower

1301 McKinney, Suite 5100

Houston TX 77010

Tel: +1 713-651-5151 Fax: +1 713-651-5246

www.nortonrosefulbright.com

Tax ID No. 74-1201087

Accounts Contact:

nrfusaccountsreceivable@nortonrosefulbright.com

ConocoPhillips Company 1776 I St Nw Washington DC 20006-3700

Samuel Gonzales v. ConocoPhillips Company

Professional Services Rendered to December 20, 2017

Charges

USD

SUMMARY

Fees 4,410.00

TOTAL AMOUNT DUE AND PAYABLE

USD 4,410.00

Payable in 30 days

PAYMENT INFORMATION - Please reference the invoice number when remitting payment.

This bill is due for payment by credit transfer to the account of Norton Rose Fulbright US LLP | HSBC | 95 Washington Street, 4th Flr South, Buffalo, NY 14203 | Wire Routing Number 021001088 | ACH Routing Number 022000020 | SWIFT Number MRMDUS33 | CHIPS ABA: 0108 | Account Number 827023227 OR via Mail: Norton Rose Fulbright US LLP, Dept. 2613, PO Box 122613, Dallas, Texas 75312-2613

This invoice may include fees and disbursements of the member firms of the Norton Rose Fulbright Verein.

Invoice Date

December 20, 2017

Invoice Number

9495012612

Matter Description

Samuel Gonzales v. ConocoPhillips

Matter Number

1001005149

Samuel Gonzales v. ConocoPhillips

TIME DETAILS

DATE	<u>NAME</u>	<u>HOURS</u>	<u>DESCRIPTION</u>
12/01/2017	Issa, F	1.40	Multiple email communications with K. Jones and L. Knox regarding multiple email
			communications with plaintiff's counsel regarding joint discovery/case management plan; review, revise, and finalize joint discovery/case management plan in preparation for filing with court;
12/01/2017	Spearman, S	0.20	Assist attorney with final preparation and filing of joint case management/discovery plan on behalf of client.
12/04/2017	Issa, F	0.10	Email communications with K. Jones and L. Knox regarding
12/10/2017	Issa, F	3.10	Draft defendant's written discovery requests.
12/11/2017	Issa, F	0.90	Draft defendant's written discovery requests.
12/12/2017	Issa, F	2.10	Preparation for and conference call with Judge Hoyt regarding initial scheduling conference; telephone conference with plaintiff's counsel regarding initial scheduling conference; email communications with K. Jones regarding review and finalize defendant's written discovery requests.
12/17/2017	Spearman, S	0.50	Generate docket entries for various pleadings and discovery deadlines pursuant to scheduling order.
12/18/2017	Issa, F	0.10	Multiple email communications with K. Jones and L. Knox
Total		8.40	

TIME SUMMARY

<u>NAME</u>	OFFICE	<u>HOURS</u>	RATE	AMOUNT
Counsel				
Issa, F	Houston	7.70	555.00	4,273.50
			Sub Total	4,273.50
<u>NAME</u>	<u>OFFICE</u>	HOURS	RATE	<u>AMOUNT</u>
Paralegal				
Spearman, S	Houston	0.70	195.00	136.50

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Case 4:17-cv-02374 Document 94-3 Filed on 04/25/19 in TXSD Page 13 of 76

NORTON ROSE FULBRIGHT

Invoice Date

December 20, 2017

Invoice Number

9495012612

Matter Description

Samuel Gonzales v. ConocoPhillips

Matter Number

1001005149

Sub Total

136.50

Total

8.40

4,410.00

Norton Rose Fulbright US LLP is a limited liability partnership registered under the laws of Texas.

Case 4:17-cv-02374 Document 94-3 Filed on 04/25/19 in TXSD Page 14 of 76

INVOICE

 Invoice Number
 9495053475

 Matter Number
 1001005149

 Invoice Date
 June 29, 2018

NRF Contact Shauna Johnson Clark

Your Reference 2016-0444

ConocoPhillips Company 1776 I St Nw Washington DC 20006-3700

NORTON ROSE FULBRIGHT

Norton Rose Fulbright US LLP

Fulbright Tower

1301 McKinney, Suite 5100

Houston TX 77010

Tel: +1 713-651-5151 Fax: +1 713-651-5246

www.nortonrosefulbright.com

Tax ID No. 74-1201087

Accounts Contact:

nrfusaccountsreceivable@nortonrosefulbright.com

Samuel Gonzales v. ConocoPhillips Company

Professional Services Rendered to January 31, 2018

Charges

USD

SUMMARY

Fees 2,635.50

TOTAL AMOUNT DUE AND PAYABLE

USD 2,635.50

Payable in 30 days

PAYMENT INFORMATION - Please reference the invoice number when remitting payment.

This bill is due for payment by credit transfer to the account of Norton Rose Fulbright US LLP | HSBC | 95 Washington Street, 4th Fir South, Buffalo, NY 14203 | Wire Routing Number 021001088 | ACH Routing Number 022000020 | SWIFT Number MRMDUS33 | CHIPS ABA: 0108 | Account Number 827023227 OR via Mail: Norton Rose Fulbright US LLP, Dept. 2613, PO Box 122613, Dallas, Texas 75312-2613

This invoice may include fees and disbursements of the member firms of the Norton Rose Fulbright Verein.

Invoice Date

June 29, 2018

Invoice Number

9495053475

Matter Description

Samuel Gonzales v. ConocoPhillips

Matter Number

1001005149

Samuel Gonzales v. ConocoPhillips

TIME DETAILS

DATE	<u>NAME</u>	<u>HOURS</u>	NARRATIVE
01/03/2018	Issa, F	0.70	Preparation for and conference call with plaintiff's counsel regarding electronic discovery and multiple email communications with plaintiff's counsel regarding same.
01/04/2018	Issa, F	0.10	Email communications with plaintiff's counsel regarding electronic discovery.
01/05/2018	Issa, F	0.70	Telephone conference with plaintiff's counsel regarding electronic discovery; multiple email communications with K. Jones and L. Knox
01/09/2018	Issa, F	2.50	Review and analyze client documents to and email
01/11/2018	Issa, F	0.30	communications with K. Jones and L. Knox regarding
01/12/2018	Issa, F	0.20	Multiple email communications with plaintiff's counsel regarding electronic discovery and search terms.
01/15/2018	Issa, F	0.40	Email communications with plaintiff's counsel regarding defendant's initial disclosures; email communications with K. Jones regarding
01/17/2018	Issa, F	0.20	Multiple email communications with L. Knox regarding
01/17/2018	Spearman, S	0.70	Examination and analysis of plaintiff's 256 page document production noting
TOTAL		5.80	

TIME SUMMARY

NAME	OFFICE	HOURS	RATE	<u>AMOUNT</u>
Counsel				
Issa, F	Houston	5.10	490.00	2,499.00
			Sub Total	2,499.00
NAME	OFFICE	HOURS	RATE	<u>AMOUNT</u>
Paralegal				
Spearman, S	Houston	0.70	195.00	136.50

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Case 4:17-cv-02374 Document 94-3 Filed on 04/25/19 in TXSD Page 16 of 76

NORTON ROSE FULBRIGHT

Invoice Date

June 29, 2018

Invoice Number

9495053475

Matter Description

Samuel Gonzales v. ConocoPhillips

Matter Number

1001005149

Sub Total

136.50

TOTAL

5.80

2,635.50

Norton Rose Fulbright US LLP is a limited liability partnership registered under the laws of Texas.

Case 4:17-cv-02374 Document 94-3 Filed on 04/25/19 in TXSD Page 17 of 76

INVOICE

 Invoice Number
 9495042345

 Matter Number
 1001005149

 Invoice Date
 May 14, 2018

NRF Contact Shauna Johnson Clark

Your Reference 2016-0444

NORTON ROSE FULBRIGHT

Norton Rose Fulbright US LLP Fulbright Tower 1301 McKinney, Suite 5100

Houston TX 77010

Tel: +1 713-651-5151 Fax: +1 713-651-5246

www.nortonrosefulbright.com Tax ID No. 74-1201087

Accounts Contact:

nrfusaccountsreceivable@nortonrosefulbright.com

ConocoPhillips Company 1776 I St Nw Washington DC 20006-3700

Samuel Gonzales v. ConocoPhillips Company

Professional Services Rendered to February 28, 2018 Charges

USD

SUMMARY

Fees 4,462.50 Disbursements 40.00

TOTAL AMOUNT DUE AND PAYABLE USD 4,502.50

Payable in 30 days

PAYMENT INFORMATION - Please reference the invoice number when remitting payment.

This bill is due for payment by credit transfer to the account of Norton Rose Fulbright US LLP | HSBC | 95 Washington Street, 4th Flr South, Buffalo, NY 14203 | Wire Routing Number 021001088 | ACH Routing Number 022000020 | SWIFT Number MRMDUS33 | CHIPS ABA: 0108 | Account Number 827023227 OR via Mail: Norton Rose Fulbright US LLP, Dept. 2613, PO Box 122613, Dallas, Texas 75312-2613

Invoice Date

May 14, 2018

Invoice Number

9495042345

Matter Description

Samuel Gonzales v. ConocoPhillips

Matter Number

1001005149

Samuel Gonzales v. ConocoPhillips

TIME DETAILS

	.•		
DATE	<u>NAME</u>	<u>HOURS</u>	NARRATIVE
02/12/2018	Issa, F	0.20	Email communications with plaintiff's counsel regarding plaintiff's supplemental disclosures and responses and plaintiff's written discovery requests and email communications with K. Jones and L. Knox regarding
02/13/2018	Issa, F	0.10	Email communications with K. Jones regarding
02/14/2018	Issa, F	3.20	Review and analyze client documents and plaintiff's written discovery requests to
02/16/2018	Issa, F	1.30	Email communications with K. Jones and L. Knox regarding
02/19/2018	Issa, F	0.10	Email communications with plaintiff's counsel regarding plaintiff's written discovery requests.
02/20/2018	Issa, F	0.80	Email and telephone communications with plaintiff's counsel regarding search terms and email communications with L. Knox regarding
02/21/2018	Issa, F	0.10	Email communications with K. Jones and L. Knox regarding
02/21/2018	Spearman, S	2.10	
02/22/2018	Issa, F	0.10	Email communications with plaintiff's counsel and K. Jones and L. Knox regarding
02/23/2018	Issa, F	0.20	Multiple email communications with K. Jones and L. Knox regarding
02/26/2018	Issa, F	0.10	Email communications with K. Jones regarding
02/26/2018	Spearman, S	2.00	
02/27/2018	Issa, F	0.10	Email communications with L. Knox regarding
02/28/2018	Issa, F	0.30	Telephone conference with plaintiff's counsel regarding pending discovery and extension to serve defendant's written discovery requests and depositions.
TOTAL		10.70	

Norton Rose Fulbright US LLP is a limited liability partnership registered under the laws of Texas.

Invoice Date

May 14, 2018

Invoice Number

9495042345

Matter Description

Samuel Gonzales v. ConocoPhillips

Matter Number

1001005149

TIME SUMMARY				
NAME	<u>OFFICE</u>	<u>HOURS</u>	RATE	AMOUNT
Counsel				
Issa, F	Houston	6.60	555.00	3,663.00
			Sub Total	3,663.00
NAME	<u>OFFICE</u>	HOURS	RATE	<u>AMOUNT</u>
Paralegal				
Spearman, S	Houston	4.10	195.00	799.50
			Sub Total	799.50
TOTAL		10.70		4,462.50
DISBURSEMENT SUMMARY				
DESCRIPTION			QTY	AMOUNT
Non-Taxable				
Record Fee			1.00	40.00
TOTAL				40.00

Norton Rose Fulbright US LLP is a limited liability partnership registered under the laws of Texas.

Case 4:17-cv-02374 Document 94-3 Filed on 04/25/19 in TXSD Page 20 of 76

INVOICE

 Invoice Number
 9495042349

 Matter Number
 1001005149

 Invoice Date
 May 14, 2018

NRF Contact Shauna Johnson Clark

Your Reference 2016-0444

NORTON ROSE FULBRIGHT

Norton Rose Fulbright US LLP Fulbright Tower 1301 McKinney, Suite 5100 Houston TX 77010

Tel: +1 713-651-5151 Fax: +1 713-651-5246

www.nortonrosefulbright.com Tax ID No. 74-1201087

Accounts Contact:

nrfusaccountsreceivable@nortonrosefulbright.com

ConocoPhillips Company 1776 I St Nw Washington DC 20006-3700

Samuel Gonzales v. ConocoPhillips Company

Professional Services Rendered to March 30, 2018

Charges USD

SUMMARY

Fees 27,710.50

TOTAL AMOUNT DUE AND PAYABLE USD 27,710.50

Payable in 30 days

PAYMENT INFORMATION - Please reference the invoice number when remitting payment.

This bill is due for payment by credit transfer to the account of Norton Rose Fulbright US LLP | HSBC | 95 Washington Street, 4th Flr South, Buffalo, NY 14203 | Wire Routing Number 021001088 | ACH Routing Number 022000020 | SWIFT Number MRMDUS33 | CHIPS ABA: 0108 | Account Number 827023227 OR via Mail: Norton Rose Fulbright US LLP, Dept. 2613, PO Box 122613, Dallas, Texas 75312-2613

Invoice Date

May 14, 2018

Invoice Number

9495042349

Matter Description

Samuel Gonzales v. ConocoPhillips

Matter Number

1001005149

Samuel Gonzales v. ConocoPhillips

TIME DETAILS

<u>DATE</u>	<u>NAME</u>	HOURS	NARRATIVE
03/01/2018	Issa, F	1.00	Review and analyze plaintiff's written discovery responses to
03/02/2018	Issa, F	0.20	Multiple email communications with plaintiff's counsel and K. Jones
03/02/2018	Issa, F	1.80	Review, analyze, and mark documents in Concordance database.
03/05/2018	Issa, F	0.10	Email communications with K. Jones regarding
03/05/2018	Issa, F	0.10	Email communications with plaintiff's counsel regarding depositions.
03/06/2018	Issa, F	0.10	Email communications with K. Jones and L. Knox
03/06/2018	Issa, F	0.50	Multiple email and telephone communications with plaintiff's counsel regarding search terms and depositions.
03/07/2018	Issa, F	3.40	Review, analyze, and mark documents in Concordance database and telephone conference with L. Knox regarding
03/08/2018	Issa, F	0.10	Email communications with L. Knox regarding
03/09/2018	Issa, F	0.30	Email communications with L. Knox regarding email communications with plaintiff's counsel regarding depositions.
03/12/2018	Issa, F	0.10	Email communications with L. Knox regarding
03/14/2018	Issa, F	3.20	Draft defendant's objections and responses/answers to plaintiff's written discovery requests.
03/16/2018	Issa, F	0.10	Email communications with plaintiff's counsel regarding depositions and email communications with K. Jones and L. Knox
03/18/2018	Issa, F	4.30	Draft defendant's objections and responses/answers to plaintiff's written discovery requests.
03/19/2018	Issa, F	0.30	Coordinate depositions of plaintiff and company witnesses.
03/20/2018	Clark, S	0.50	-
03/20/2018	Issa, F	0.40	Coordinate depositions of plaintiff and company witnesses.
03/20/2018	Issa, F	2.80	Review, analyze, mark, and redact documents in

Norton Rose Fulbright US LLP is a limited liability partnership registered under the laws of Texas.

Invoice Date

May 14, 2018

Invoice Number

9495042349

Matter Description

Samuel Gonzales v. ConocoPhillips

Matter Number

1001005149

DATE	NAME	HOURS	NARRATIVE
03/20/2018	Issa, F	1.40	Draft defendant's objections and responses/answers to plaintiff's written discovery requests.
03/21/2018	Issa, F	2.20	Draft defendant's objections and responses/answers to plaintiff's written discovery requests.
03/21/2018	Issa, F	3.00	Review, analyze, mark, and redact documents in
03/22/2018	Clark, S	1.50	· · · ·
03/22/2018	Issa, F	2.30	Review, analyze, mark, and redact documents in and email communications with
			K. Jones and L. Knox regarding
03/22/2018	Issa, F	0.10	Email communications with K. Jones and L. Knox
03/23/2018	Issa, F	3.10	Review, analyze, mark, and redact documents in Concordance database.
03/25/2018	Issa, F	3.40	Review, analyze, mark, and redact documents in
03/26/2018	Issa, F	0.80	Review, analyze, mark, and redact documents in and email communications with
			K. Jones and L. Knox regarding:
03/26/2018	Issa, F	1.00	Preparation for and conference call with K. Jones and L. Knox regarding
03/27/2018	Clark, S	2.00	Review and revise discovery; conference with F. Issa regarding
03/27/2018	Issa, F	4.60	Attention to defendant's document production and defendant's objections and answers to plaintiff's first set of interrogatories,
			· .
03/28/2018	Issa, F	0.30	Prepare deposition notice for plaintiff and email communications with plaintiff's counsel regarding depositions of plaintiff and company witnesses.
03/28/2018	Issa, F	4.20	Multiple email communications regarding
00/20/2010	1000, 1	1.20	review and
			revise defendant's written discovery responses.
03/28/2018	Issa, F	0.20	Telephone conference with plaintiff's counsel regarding defendant's written discovery responses and depositions.
03/28/2018	Spearman, S	0.40	
03/29/2018	Issa, F	0.10	Email communications with L. Knox regarding email communications with plaintiff's counsel regarding depositions.
			regarding depositions.
TOTAL		49.90	

Norton Rose Fulbright US LLP is a limited liability partnership registered under the laws of Texas.

Invoice Date

May 14, 2018

Invoice Number

9495042349

Matter Description

Samuel Gonzales v. ConocoPhillips

Matter Number

1001005149

TIME SUMMARY				
<u>NAME</u>	OFFICE	HOURS	RATE	<u>AMOUNT</u>
Counsel				
Issa, F	Houston	45.50	555.00	25,252.50
			Sub Total	25,252.50
NAME	OFFICE	HOURS	RATE	<u>AMOUNT</u>
Paralegal				
Spearman, S	Houston	0.40	195.00	78.00
			Sub Total	78.00
NAME	OFFICE	HOURS	RATE	AMOUNT
Partner				
Clark, S	Houston	4.00	595.00	2,380.00
			Sub Total	2,380.00
TOTAL		49.90		27,710.50

Norton Rose Fulbright US LLP is a limited liability partnership registered under the laws of Texas.

Case 4:17-cv-02374 Document 94-3 Filed on 04/25/19 in TXSD Page 24 of 76

INVOICE

 Invoice Number
 9495073016

 Matter Number
 1001005149

Invoice Date September 27, 2018

NRF Contact Shauna Johnson Clark

Your Reference 2016-0444

ConocoPhillips Company 1776 I St Nw Washington DC 20006-3700

NORTON ROSE FULBRIGHT

Norton Rose Fulbright US LLP Fulbright Tower

1301 McKinney, Suite 5100

Houston TX 77010

Tel: +1 713-651-5151 Fax: +1 713-651-5246

www.nortonrosefulbright.com

Tax ID No. 74-1201087

Accounts Contact:

nrfusaccountsreceivable@nortonrosefulbright.com

Samuel Gonzales v. ConocoPhillips Company

Professional Services Rendered to May 31, 2018

Charges

USD

SUMMARY

 Fees
 83,758.00

 Disbursements
 350.60

 TOTAL AMOUNT DUE
 USD 84,108.60

 Less Application of Unallocated Funds
 (65,151.50)

 TOTAL AMOUNT DUE AND PAYABLE
 18,957.10

Payable in 30 days

PAYMENT INFORMATION - Please reference the invoice number when remitting payment.

This bill is due for payment by credit transfer to the account of Norton Rose Fulbright US LLP | HSBC | 95 Washington Street, 4th Flr South, Buffalo, NY 14203 | Wire Routing Number 021001088 | ACH Routing Number 022000020 | SWIFT Number MRMDUS33 | CHIPS ABA: 0108 | Account Number 827023227 OR via Mail: Norton Rose Fulbright US LLP, Dept. 2613, PO Box 122613, Dallas, Texas 75312-2613

This invoice may include fees and disbursements of the member firms of the Norton Rose Fulbright Verein.

Invoice Date

September 27, 2018

Invoice Number

9495073016

Matter Description

Samuel Gonzales v. ConocoPhillips

Matter Number

1001005149

Samuel Gonzales v. ConocoPhillips

TIME DETAILS

<u>DATE</u>	<u>NAME</u>	<u>HOURS</u>	Description
04/02/2018	Issa, F	0.10	Email communications with plaintiff's counsel regarding deposition notices.
04/02/2018	Issa, F	0.30	Review and analyze plaintiff's expert designation and analysis and strategy related to
04/03/2018	Issa, F	0.50	Coordinate and finalize document production.
04/03/2018	Issa, F	0.10	Email communications with K. Jones and L. Knox
04/04/2018	Issa, F	0.10	Email communications with plaintiff's counsel regarding document production.
04/04/2018	Issa, F	0.10	Email communications with L. Knox regarding
04/06/2018	Heller, M	3.00	Draft letter to opposing counsel regarding supplementation of deficient discovery responses for Fazila Issa;
04/06/2018	Issa, F	0.40	Analysis and strategy related to email communications with plaintiff's counsel regarding pending interrogatory verifications.
04/06/2018	Spearman, S	0.40	Confer with TWC regarding specific issues in obtaining UI and Civil Right records.
04/09/2018	Issa, F	3.60	Review, analyze, and mark documents in Concordance database.
04/10/2018	Issa, F	1.80	Review and analyze documents in Concordance database.
04/11/2018	Issa, F	1.60	Review and analyze documents in Concordance database.
04/12/2018	Issa, F	1.60	Review, analyze, and mark documents in Concordance database.
04/12/2018	Issa, F	0.10	Email communications with L. Knox regarding
04/13/2018	Issa, F	0.50	Email communications with L. Knox regarding email communications with plaintiff's counsel regarding supplementation of written discovery responses.
04/15/2018	Issa, F	1.70	Review, analyze, and mark documents in Concordance database.
04/17/2018	Issa, F	1.00	Preparation for and conference call with plaintiff's counsel regarding pending discovery.

Norton Rose Fulbright US LLP is a limited liability partnership registered under the laws of Texas.

Invoice Date

September 27, 2018

Invoice Number

9495073016

Matter Description

Samuel Gonzales v. ConocoPhillips

Matter Number

1001005149

DATE	NAME	<u>HOURS</u>	Description
04/17/2018	Spearman, S	0.50	Continued examination and analysis of Plaintiff's EEOC file noting
04/18/2018	Issa, F	0.10	Email communications with L. Knox regarding
04/20/2018	Issa, F	0.20	Telephone conference with plaintiff's counsel regarding home addresses for witnesses.
04/22/2018	Issa, F	1.60	Review, analyze, and mark documents in Concordance database.
04/23/2018	Clark, S	1.00	Review certain documents for deposition;
04/23/2018	Issa, F	0.30	Email and telephone communications with plaintiff's counsel regarding contact information for witnesses.
04/23/2018	Issa, F	1.60	Email communications with K. Jones and L. Knox regarding
04/24/2018	Issa, F	0.10	Email communications with plaintiff's counsel regarding home addresses for company witnesses.
04/25/2018	Issa, F	3.30	Review and analyze second document production (production 02).
04/25/2018	Issa, F	0.30	Multiple email communications regarding
04/25/2018	Spearman, S	1.20	Initial preparation of materials and potential exhibits to be used in pending deposition.
04/26/2018	Issa, F	2.60	Review, analyze, and prepare exhibits for deposition of plaintiff.
04/26/2018	Issa, F	0.10	Telephone conference with plaintiff's counsel regarding plaintiff's supplemental document production.
04/26/2018	Issa, F	1.40	Review and analyze second document production (production 02).
04/27/2018	Issa, F	3.20	Review, analyze, and prepare exhibits for deposition of plaintiff.
04/27/2018	Issa, F	0.20	Review and analyze plaintiff's document production and email communications with L. Knox regarding
04/27/2018	Issa, F	0.60	Email communications with L. Knox regarding
04/28/2018	Issa, F	6.20	Review and analyze exhibits and draft outline for plaintiff's deposition.
04/29/2018	Clark, S	3.80	Begin preparing for deposition; review file and documents.
04/29/2018	Issa, F	7.40	Review and analyze exhibits and draft outline for plaintiff's deposition.
04/29/2018	Spearman, S	0.50	Assist with potential exhibit preparation for use at plaintiff's deposition determining need for

Norton Rose Fulbright US LLP is a limited liability partnership registered under the laws of Texas.

Invoice Date

September 27, 2018

Invoice Number

9495073016

Matter Description

Samuel Gonzales v. ConocoPhillips

Matter Number

1001005149

<u>DATE</u>	NAME	<u>HOURS</u>	Description
04/30/2018	Clark, S	3.00	Review and revise deposition outline; prepare for deposition.
04/30/2018	Heller, M	2.70	Research
04/30/2018	Issa, F	5.20	Review and finalize exhibits for deposition of plaintiff; draft outline for deposition of plaintiff.
04/30/2018	Spearman, S	0.30	
05/01/2018	Clark, S	3.80	Continue to prepare for deposition.
05/01/2018	Clark, S	7.50	Conduct cross examination of Gonzales.
05/01/2018	Issa, F	5.30	Attend deposition of plaintiff.
05/02/2018	Issa, F	0.20	
05/02/2018	Issa, F	2.80	deposition
05/03/2018	Issa, F	3.20	preparations of F. Alexander, D. Mecham, and C. Churchill. deposition preparations of F. Alexander, D. Mecham, and C. Churchill.
05/04/2018	Issa, F	3.70	Prepare exhibit binders for deposition preparations of F. Alexander, D. Mecham, and C. Churchill.
05/06/2018	Clark, S	1.30	, and the second
05/06/2018	Issa, F	7.30	Draft outline for deposition preparations of F. Alexander, D. Mecham, and C. Churchill.
05/07/2018	Clark, S	2.00	Meet with witnesses in preparation for deposition.
05/07/2018	Issa, F	1.30	Review and mark documents for Production 03.
05/07/2018	Issa, F	0.30	Telephone conference with L. Knox regarding
05/07/2018	Issa, F	7.50	Preparation for and attend deposition preparations for F. Alexander, D. Mecham, and C. Churchill.
05/08/2018	Issa, F	2.40	Finalize defendant's supplemental document production (including multiple email and telephone communications with K. Jones and L. Knox regarding
05/08/2018	Issa, F	0.50	Draft defendant's expert designation; email communications with K. Jones regarding
05/09/2018	Issa, F	0.60	Multiple email and telephone with immigration expert regarding
05/09/2018	Issa, F	0.10	Email communications with plaintiff's counsel regarding C. Churchill's deposition and home address.

Norton Rose Fulbright US LLP is a limited liability partnership registered under the laws of Texas.

Invoice Date

September 27, 2018

Invoice Number

9495073016

Matter Description

Samuel Gonzales v. ConocoPhillips

Matter Number

1001005149

DATE	<u>NAME</u>	<u>HOURS</u>	<u>Description</u>
05/09/2018	Issa, F	0.10	Multiple email communications with K. Jones regarding
05/09/2018	Issa, F	0.30	Multiple email communications regarding
05/10/2018	Issa, F	0.10	Review correspondence from plaintiff's counsel regarding cancellation of depositions and email communications with K. Jones and L. Knox regarding
05/10/2018	Issa, F	0.10	Review and finalize defendant's expert designation.
05/11/2018	Issa, F	0.30	Telephone conference with plaintiff's counsel regarding deposition of C. Churchill.
05/11/2018	Issa, F	1.40	Review and finalize defendant's supplemental document production (including multiple email communications with L. Knox
05/14/2018	Issa, F	0.20	•
05/15/2018	Issa, F	3.20	Preparation for and attend and defend deposition of C. Churchill.
05/18/2018	Issa, F	0.10	
05/21/2018	Issa, F	0.10	Email communications with K. Jones and L. Knox regarding
05/23/2018	Issa, F	0.10	Email communications with K. Jones and L. Knox regarding
05/23/2018	Issa, F	0.80	Telephone conference with plaintiff's counsel regarding document production.
05/28/2018	Issa, F	0.10	Email communications with court reporter regarding deadline to read and sign C. Churchill's deposition transcript.
05/29/2018	Issa, F	0.10	Email communications with court reporter regarding errata sheet and deadline for deposition of C. Churchill.
05/29/2018	Issa, F	2.10	Review and analyze email communications related to communications with Fragomen to
05/30/2018	Clark, S	2.80	Review Fragamen documents.
05/30/2018	Issa, F	1.60	Review and analyze email communications related to communications with Fragomen
05/30/2018	Issa, F	0.10	Email communications with L. Knox regarding
05/31/2018	Issa, F	0.70	Review and analyze plaintiff's second request for production and email communications with K. Jones and L. Knox

Norton Rose Fulbright US LLP is a limited liability partnership registered under the laws of Texas.

September 27, 2018 **Invoice Number** 9495073016 **Invoice Date**

Samuel Gonzales v. ConocoPhillips **Matter Description**

1001005149 **Matter Number**

<u>DATE</u> 05/31/2018	NAME Issa, F	<u>HOURS</u> 0.50	<u>Description</u>		:
TOTAL		128.90			
TIME SUMMA	RY				
<u>NAME</u>		OFFICE	<u>HOURS</u>	RATE	<u>AMOUNT</u>
Partner					
Clark, S		Houston	25.20	795.00	20,034.00
				Sub Total	20,034.00
NAME		OFFICE	HOURS	RATE	<u>AMOUNT</u>
Counsel					
Issa, F		Houston	95.10	640.00	60,864.00
				Sub Total	60,864.00
NAME		OFFICE	HOURS	RATE	<u>AMOUNT</u>
Associate					
Heller, M		Houston	5.70	400.00	2,280.00
				Sub Total	2,280.00
NAME		OFFICE	<u>HOURS</u>	RATE	<u>AMOUNT</u>
Paralegal					
Spearman, S		Houston	2.90	200.00	580.00
				Sub Total	580.00
TOTAL			128.90	222.72	83,758.00
DISBURSEME	NT SUMMARY				

DATE **Description AMOUNT**

Non-Taxable

Norton Rose Fulbright US LLP is a limited liability partnership registered under the laws of Texas.

Invoice Date September 27, 2018		Invoice Number	9495073016		
Matter Description Samuel Gonzales v. ConocoPhillips					
Matter Number 1001005149					
05/01/2018 PR00261968 Apr TLO searches-Client-Other - TRANSUNION RISK AND ALTERNATIVE DATA -				21.32	
04/10/2018 PR00258881 Balance due to Texas Workforce Commission re Samuel Gonzales- Client-Records - TEXAS WORKFORCE COMMISSION -				zales-	35.00
05/23/2018 PR00263020 Deposition Transcript of Caroline Churchill-Client-Depositions/ Transcripts - STRATOS LEGAL SERVICES, LP -				1	267.85
DESCRIPTION				<u>AMOUNT</u>	
Non-Taxable					
Courier Fees					26.43
TOTAL					350.60

Norton Rose Fulbright US LLP is a limited liability partnership registered under the laws of Texas.

Case 4:17-cv-02374 Document 94-3 Filed on 04/25/19 in TXSD Page 31 of 76

INVOICE

Invoice Number

9495072830

Matter Number

1001005149

Invoice Date

September 27, 2018

NRF Contact

Shauna Johnson Clark

Your Reference

2016-0444

NORTON ROSE FULBRIGHT

Norton Rose Fulbright US LLP

Fulbright Tower

1301 McKinney, Suite 5100

Houston TX 77010

Tel: +1 713-651-5151

Fax: +1 713-651-5246

www.nortonrosefulbright.com

Tax ID No. 74-1201087

Accounts Contact:

nrfusaccountsreceivable@nortonrosefulbright.com

ConocoPhillips Company 1776 I St Nw Washington DC 20006-3700

Samuel Gonzales v. ConocoPhillips Company

Professional Services Rendered to June 30, 2018

Charges

USD

SUMMARY

Fees
Disbursements
TOTAL AMOUNT DUE AND PAYABLE

10,033.50 2,485.63

USD 12,519.13

Remaining Funds Were Applied To Invoice 9495073016

Payable in 30 days

PAYMENT INFORMATION - Please reference the invoice number when remitting payment.

This bill is due for payment by credit transfer to the account of Norton Rose Fulbright US LLP | HSBC | 95 Washington Street, 4th FIr South, Buffalo, NY 14203 | Wire Routing Number 021001088 | ACH Routing Number 022000020 | SWIFT Number MRMDUS33 | CHIPS ABA: 0108 | Account Number 827023227 OR via Mail: Norton Rose Fulbright US LLP, Dept. 2613, PO Box 122613, Dallas, Texas 75312-2613

This invoice may include fees and disbursements of the member firms of the Norton Rose Fulbright Verein.

Invoice Date

September 27, 2018

Invoice Number

9495072830

Matter Description

Samuel Gonzales v. ConocoPhillips

Matter Number

1001005149

Samuel Gonzales v. ConocoPhillips

TIME DETAILS

DATE	NAME	<u>HOURS</u>	<u>Description</u>		
05/01/2018	Heller, M	0.60	Research whether		•
05/09/2018	Heller, M	0.10			
05/10/2018	Heller, M	0.80		corros	spond with firm
			staff to file expert designation		spona with illin
06/04/2018	Clark, S	4.80			
06/11/2018	Clark, S	2.30	Review correspondence fro follow up regarding same at		
06/12/2018	Clark, S	3.80	1		
06/18/2018	Issa, F	1.20	Draft defendant's objection discovery requests.	and responses to plainti	ff's written
TOTAL		13.60			
TIME SUMMA	RY				
NAME		OFFICE	<u>HOURS</u>	RATE	AMOUNT
Partner					
Clark, S		Houston	10.90	795.00	8,665.50
				Sub Total	8,665.50
<u>NAME</u>		OFFICE	HOURS	RATE	<u>AMOUNT</u>
Counsel					
Issa, F		Houston	1.20	640.00	768.00
				Sub Total	768.00
NAME		OFFICE	<u>HOURS</u>	<u>RATE</u>	<u>AMOUNT</u>

Norton Rose Fulbright US LLP is a limited liability partnership registered under the laws of Texas.

TOTAL

Invoice Number 9495072830 **Invoice Date** September 27, 2018 **Matter Description** Samuel Gonzales v. ConocoPhillips **Matter Number** 1001005149 **Associate** Houston 1.50 400.00 600.00 Heller, M **Sub Total** 600.00 10,033.50 TOTAL 13.60 **DISBURSEMENT SUMMARY AMOUNT** DATE **Description** Non-Taxable 78.83 05/07/2018 PR00261343 Shauna Clark client meal-Client-Meals - ALONTI CAFE & **CATERING** -05/30/2018 PR00263568 Videographer fees for the deposition of Samuel Gonzales-Client-1,125.00 Other Professionals - DISCOVERY RESOURCE -05/30/2018 PR00263565 Transcript of the original deposition of Samuel Gonzales-Client-1,281.80 Depositions/Transcripts - DISCOVERY RESOURCE -

2.485.63

Norton Rose Fulbright US LLP is a limited liability partnership registered under the laws of Texas.

Case 4:17-cv-02374 Document 94-3 Filed on 04/25/19 in TXSD Page 34 of 76

INVOICE

9495075803 Invoice Number **Matter Number** 1001005149 Invoice Date October 15, 2018 Shauna Johnson Clark **NRF Contact**

2016-0444 Your Reference

NORTON ROSE FULBRIGHT

Norton Rose Fulbright US LLP **Fulbright Tower** 1301 McKinney, Suite 5100

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Houston TX 77010

Tax ID No. 74-1201087

Accounts Contact:

nrfusaccountsreceivable@nortonrosefulbright.com

ConocoPhillips Company 1776 | St Nw Washington DC 20006-3700

Samuel Gonzales v. ConocoPhillips Company

Charges Professional Services Rendered to July 31, 2018 USD

SUMMARY

28,104.00 Fees 49.28 **Disbursements** TOTAL AMOUNT DUE AND PAYABLE USD 28,153.28

Remaining Funds Were Applied To Invoice 9495073016

Payable in 30 days

PAYMENT INFORMATION - Please reference the invoice number when remitting payment.

This bill is due for payment by credit transfer to the account of Norton Rose Fulbright US LLP | HSBC | 95 Washington Street, 4th FIr South, Buffalo, NY 14203 | Wire Routing Number 021001088 | ACH Routing Number 022000020 | SWIFT Number MRMDUS33 | CHIPS ABA: 0108 | Account Number 827023227 OR via Mail: Norton Rose Fulbright US LLP, Dept. 2613, PO Box 122613, Dallas, Texas 75312-2613

This invoice may include fees and disbursements of the member firms of the Norton Rose Fulbright Verein.

Invoice Date

October 15, 2018

Invoice Number

9495075803

Matter Description

Samuel Gonzales v. ConocoPhillips

Matter Number

1001005149

Samuel Gonzales v. ConocoPhillips

TIME DETAILS

<u>DATE</u>	NAME	<u>HOURS</u>	<u>Description</u>
06/11/2018	Issa, F	0.50	Review and analyze correspondence from plaintiff's counsel regarding defendant's outstanding written discovery responses and email communications with plaintiff's counsel regarding same.
06/12/2018	Issa, F	1.50	Analysis and strategy regarding and telephone conference with N. Lipford regarding
06/13/2018	Issa, F	1.60	Review and analyze email communications related to communications with Fragomen to and email communications with N. Lipford
0014410040			regarding
06/14/2018	Issa, F	1.00	Preparation for and conference call with N. Lipford regarding
06/16/2018	Issa, F	0.10	Email communications with N. Lipford regarding
06/17/2018	Issa, F	2.60	Draft defendant's objections and responses to plaintiff's second request for production and first request for admissions.
06/19/2018	Issa, F	0.10	Email communications with N. Lipford regarding
06/20/2018	Issa, F	1.40	Multiple email and telephone communications regarding
07/03/2018	Issa, F	0.10	Telephone conference with N. Lipford regarding
07/04/2018	Issa, F	0.20	
07/09/2018	Issa, F	2.00	Review, analyze, and mark documents related to Fragomen.
07/09/2018	Issa, F	0.50	Preparation for and conference call with plaintiff's counsel regarding depending discovery.
07/10/2018	Issa, F	5.60	Review, analyze, and mark documents related to Fragomen.
07/11/2018	Issa, F	4.70	Review, mark, and redact documents related to Fragomen.

Norton Rose Fulbright US LLP is a limited liability partnership registered under the laws of Texas.

Invoice Date

October 15, 2018

Invoice Number

9495075803

Sub Total

27,904.00

Matter Description

Samuel Gonzales v. ConocoPhillips

Matter Number

1001005149

DATE	NAME	HOURS	Description		
07/12/2018	Issa, F	9.40	Review, analyze, and mark documents related to Fragomen.		
07/13/2018	Issa, F	4.00	Review, mark, and redact documents in Concordance database and email communications with N. Lipford and L. Knox regarding		
07/16/2018	Issa, F	0.10	Email communications with N. Lipford regarding		
07/17/2018	Issa, F	1.50	Preparation for and conference call with N. Lipford and L. Knox regarding		
07/18/2018	Issa, F	0.30	Telephone conference with plaintiff's counsel regarding pending discovery and email communications with N. Lipford and L. Knox regarding		
07/19/2018	Issa, F	0.30	Analysis and strategy related		
07/19/2018	Issa, F	1.40	Email communications with L. Knox regarding review and finalize defendant's supplemental document production.		
07/20/2018	Heller, M	0.50	Research		
07/20/2018	Issa, F	0.50	Review and revise supplemental protective order and email communications with N. Lipford		
07/23/2018	Issa, F	1.30	Multiple email communications with L. Knox regarding review and finalize defendant's supplemental document production; email communications with plaintiff's counsel regarding supplemental document production.		
07/27/2018	Issa, F	1.20	,		
07/29/2018	Issa, F	1.60	1		
07/30/2018	Issa, F	0.10	Email communications with N. Lipford regarding		
Total		44.10			
TIME SUMMARY					
NAME		OFFICE	<u>HOURS</u>	RATE	<u>AMOUNT</u>
Counsel					
Issa, F		Houston	43.60	640.00	27,904.00

Norton Rose Fulbright US LLP is a limited liability partnership registered under the laws of Texas.

Invoice Date

October 15, 2018

Invoice Number

9495075803

Matter Description

Samuel Gonzales v. ConocoPhillips

Matter Number

1001005149

Matter Numbe	er 1001005149				
NAME		<u>OFFICE</u>	HOURS	RATE	AMOUNT
Associate					
Heller, M		Houston	0.50	400.00	200.00
				Sub Total	200.00
Total			44.10		28,104.00
DISBURSEME	NT SUMMARY				
DATE	Description				AMOUNT
Non-Taxable					
02/22/2018 PR00260056 Records requestClient-Records - TEXAS WORKFORCE 40.00 COMMISSION -				40.00	
DESCRIPTION	Į				AMOUNT
Non-Taxable					
Courier Fees					9.28
TOTAL					49.28

Norton Rose Fulbright US LLP is a limited liability partnership registered under the laws of Texas.

Case 4:17-cv-02374 Document 94-3 Filed on 04/25/19 in TXSD Page 38 of 76

INVOICE

Invoice Number

9495073761

Matter Number

1001005149

Invoice Date

October 03, 2018

NRF Contact

Shauna Johnson Clark

Your Reference

2016-0444

NORTON ROSE FULBRIGHT

Norton Rose Fulbright US LLP

Fulbright Tower

1301 McKinney, Suite 5100

Houston TX 77010

Tel: +1 713-651-5151

Fax: +1 713-651-5246

www.nortonrosefulbright.com

Tax ID No. 74-1201087

Accounts Contact:

nrfusaccountsreceivable@nortonrosefulbright.com

ConocoPhillips Company 1776 I St Nw Washington DC 20006-3700

Samuel Gonzales v. ConocoPhillips Company

Professional Services Rendered to August 31, 2018

Charges

USD

SUMMARY

Fees

25,100.00

Disbursements

17.36

TOTAL AMOUNT DUE AND PAYABLE

USD 25,117.36

Payable in 30 days

PAYMENT INFORMATION - Please reference the invoice number when remitting payment.

This bill is due for payment by credit transfer to the account of Norton Rose Fulbright US LLP | HSBC | 95 Washington Street, 4th FIr South, Buffalo, NY 14203 | Wire Routing Number 021001088 | ACH Routing Number 022000020 | SWIFT Number MRMDUS33 | CHIPS ABA: 0108 | Account Number 827023227 OR via Mail: Norton Rose Fulbright US LLP, Dept. 2613, PO Box 122613, Dallas, Texas 75312-2613

This invoice may include fees and disbursements of the member firms of the Norton Rose Fulbright Verein.

Invoice Date

October 03, 2018

Invoice Number

9495073761

Matter Description

Samuel Gonzales v. ConocoPhillips

Matter Number

1001005149

Samuel Gonzales v. ConocoPhillips

TIME DETAILS

<u>DATE</u>	<u>NAME</u>	HOURS	<u>Description</u>
08/02/2018	Issa, F	0.60	Preparation for and telephone conference with N. Lipford and L. Knox
08/05/2018	Issa, F	0.60	Preparation for conference with N. Lipford and K. Jones
08/05/2018	Issa, F	0.10	Email communications with N. Lipford regarding
08/06/2018	Issa, F	0.10	Email communications with N. Lipford
08/06/2018	Issa, F	0.40	Conference with N. Lipford and K. Jones regarding
08/06/2018	Issa, F	0.10	Email communications with N. Lipford regarding
08/07/2018	Issa, F	0.10	Email communications with N. Lipford regarding
08/08/2018	Issa, F	0.30	Review and finalize defendant's supplemental document production and email communications with L. Knox
08/08/2018	Issa, F	0.40	Email communications with plaintiff's counsel regarding supplemental protective order; draft motion for entry of protective order; finalize motion and supplemental protective order in preparation for filing with court; email communications with N. Lipford and L. Knox
08/08/2018	Issa, F	0.10	Email communications with N. Lipford regarding
08/08/2018	Torres, M	0.50	Review documents to be produced.
08/10/2018	Issa, F	0.10	Email communications with N. Lipford regarding
08/10/2018	Spearman, S	0.20	Examination and analysis of Supplemental Protective Order by judge Hoyt.
08/14/2018	Issa, F	0.10	Receive and review signed supplemental protective order and email communications with N. Lipford and L. Knox regarding
08/20/2018	Issa, F	0.70	Telephone conference with opposing counsel regarding plaintiff's supplemental document production and pending discovery and review defendant's document productions to identify un-redacted email communications from deposition of C. Churchill.
08/20/2018	Issa, F	2.60	Review and analyze privilege log and email communications with N. Lipford and L. Knox

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Invoice Date

October 03, 2018

Invoice Number

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Matter Description

Samuel Gonzales v. ConocoPhillips

Matter Number

1001005149

DATE	NAME	HOURS	<u>Description</u>
08/21/2018	Issa, F	0.30	Multiple email communications with N. Lipford and L. Knox
08/21/2018	Issa, F	0.40	Review and analyze defendant's document production to identify
08/22/2018	Issa, F	0.10	Email communications with N. Lipford regarding
08/23/2018	Issa, F	2.60	Conference call with N. Lipford and L. Knox regarding and review and revise privilege log and email communications with plaintiff's counsel regarding un-redacted emails and privilege log.
08/23/2018	Torres, M	1.30	Prepare log of documents produced to date.
08/24/2018	Issa, F	0.30	Review and analyze plaintiff's motion to compel and email communications with plaintiff's counsel regarding same.
08/24/2018	Spearman, S	0.30	Examination and analysis of Plaintiff's Motion to Compel Responses to First and Second Requests for Production.
08/25/2018	Issa, F	0.10	Email communications with plaintiff's counsel regarding motion to compel.
08/25/2018	Issa, F	1.20	Review and analyze plaintiff's supplemental document production.
08/25/2018	Issa, F	6.50	Review Concordance database and review and revise privilege log.
08/26/2018	Issa, F	1.60	Review and revise privilege log.
08/27/2018	Issa, F	0.20	Review privilege log and email communications with N. Lipford
08/27/2018	Issa, F	0.10	Receive and review plaintiff's deposition notices and email communications with N. Lipford and L. Knox
08/27/2018	Issa, F	0.10	Email communications with L. Knox regarding
08/28/2018	Issa, F	0.30	Review and analyze email communications from plaintiff's counsel regarding second motion to compel,
08/28/2018	Issa, F	0.80	and email communications with N. Lipford regarding Email and telephone communications with N. Lipford regarding
08/28/2018	Issa, F	4.00	Review and revise privilege log.
08/29/2018	Issa, F	0.60	Multiple email communications with N. Lipford
08/29/2018	Issa, F	5.30	Review and revise privilege log.
08/30/2018	Issa, F	1.20	Review, analyze, and summarize plaintiff's deposition.

Norton Rose Fulbright US LLP is a limited liability partnership registered under the laws of Texas.

Invoice Date

October 03, 2018

Invoice Number

9495073761

AMOUNT

Matter Description

Samuel Gonzales v. ConocoPhillips

Matter Number

DESCRIPTION

Non-Taxable

1001005149

watter numb	per	1001005149				
DATE	NAME		HOURS	Description		
08/30/2018	Issa, F		0.20	Email communications with plai written discovery responses and		
08/30/2018	Issa, F		0.20	Coordinate collection of plaintiff's divorce proceedings from prior marriage.		•
08/30/2018	Issa, F		1.90	•	Review plaintiff's motion to compel and multiple email	
08/31/2018	Issa, F		0.60		Coordinate collection of plaintiff's divorce proceedings from prior marriage and review and analyze divorce proceedings from plaintiff's	
08/31/2018	Issa, F		1.20	Multiple email communications with plaintiff's counsel regarding pending discovery and plaintiff's privilege log and review and finalize defendant's privilege log in preparation for serving plaintiff.		w and finalize
08/31/2018	Issa, F		2.40	Review, analyze, and summariz		
TOTAL			40.80			
TIME SUMMA	ARY					
<u>NAME</u>			OFFICE	HOURS	RATE	<u>AMOUNT</u>
Counsel						
Issa, F			Houston	38.50	640.00	24,640.00
					Sub Total	24,640.00
<u>NAME</u>			<u>OFFICE</u>	<u>HOURS</u>	<u>RATE</u>	<u>AMOUNT</u>
Paralegal						
Spearman, S			Houston	0.50	200.00	100.00
Torres, M			Houston	1.80	200.00	360.00
					Sub Total	460.00
TOTAL				40.80		25,100.00
DISBURSEMI	ENT SUM	MARY				
						TALLOMA

Norton Rose Fulbright US LLP is a limited liability partnership registered under the laws of Texas.

Invoice Date October 03, 2018 Invoice Number 9495073761

Matter Description Samuel Gonzales v. ConocoPhillips

Matter Number 1001005149

Courier Fees 17.36

Norton Rose Fulbright US LLP is a limited liability partnership registered under the laws of Texas.

Case 4:17-cv-02374 Document 94-3 Filed on 04/25/19 in TXSD Page 43 of 76

INVOICE

Invoice Number9495075590Matter Number1001005149Invoice DateOctober 12, 2018NRF ContactShauna Johnson Clark

Your Reference 2016-0444

NORTON ROSE FULBRIGHT

Norton Rose Fulbright US LLP

Fulbright Tower

1301 McKinney, Suite 5100

Houston TX 77010

Tel: +1 713-651-5151 Fax: +1 713-651-5246

www.nortonrosefulbright.com Tax ID No. 74-1201087

Accounts Contact:

nrfusaccountsreceivable@nortonrosefulbright.com

ConocoPhillips Company 1776 I St Nw Washington DC 20006-3700

Samuel Gonzales v. ConocoPhillips Company

Professional Services Rendered to September 30, 2018

Charges USD

SUMMARY

Fees 43,168.00 Disbursements 595.72

TOTAL AMOUNT DUE AND PAYABLE

USD 43,763.72

Payable in 30 days

PAYMENT INFORMATION - Please reference the invoice number when remitting payment.

This bill is due for payment by credit transfer to the account of Norton Rose Fulbright US LLP | HSBC | 95 Washington Street, 4th Flr South, Buffalo, NY 14203 | Wire Routing Number 021001088 | ACH Routing Number 022000020 | SWIFT Number MRMDUS33 | CHIPS ABA: 0108 | Account Number 827023227 OR via Mail: Norton Rose Fulbright US LLP, Dept. 2613, PO Box 122613, Dallas, Texas 75312-2613

Invoice Date

October 12, 2018

Invoice Number

9495075590

Matter Description

Samuel Gonzales v. ConocoPhillips

Matter Number

1001005149

Samuel Gonzales v. ConocoPhillips

TIME DETAILS

DATE	<u>NAME</u>	<u>HOURS</u>	Description
09/01/2018	Issa, F	3.70	Review, analyze, and summarize plaintiff's deposition.
09/02/2018	Issa, F	3.40	Draft response to plaintiff's motion to compel (related to request for production).
09/02/2018	Issa, F	1.50	Review, analyze, and summarize plaintiff's deposition.
09/03/2018	Issa, F	5.60	Draft response to plaintiff's motion to compel (related to request for production).
09/04/2018	Issa, F	0.60	Multiple email communications with N. Lipford
09/04/2018	Issa, F	9.40	Draft response to plaintiff's motion to compel (related to request for production).
09/04/2018	Issa, F	0.40	Review and analyze transcript from TWC hearing and coordinate production.
09/04/2018	Issa, F	0.40	Review and analyze divorce proceedings and protective orders from plaintiff's prior marriage and coordinate production.
09/04/2018	Issa, F	1.40	Review, analyze, and mark documents related to handwritten notes and coordinate production.
09/05/2018	Issa, F	1.30	Review and mark handwritten notes and conference with ConocoPhillips help desk regarding
09/05/2018	Issa, F	0.10	Email communications with N. Lipford
09/05/2018	Issa, F	0.50	Conference call with H. Sirdashney, Caroline Churchill, and N. Lipford regarding
09/05/2018	Issa, F	4.30	Draft defendant's response to motion to compel.
09/05/2018	Issa, F	0.20	Email communications with N. Lipford and L. Knox
09/06/2018	Issa, F	0.40	Review and analyze documents from N. Lipford regarding
			· •
09/06/2018	Issa, F	0.10	Email communications with opposing counsel regarding plaintiff's supplemental document production.
09/06/2018	Issa, F	0.10	Email communications with N. Lipford regarding

Norton Rose Fulbright US LLP is a limited liability partnership registered under the laws of Texas.

Invoice Date October 12, 2018

Invoice Number

9495075590

Matter Description

Samuel Gonzales v. ConocoPhillips

Matter Number

1001005149

DATE	NAME	<u>HOURS</u>	Description
09/06/2018	Issa, F	1.60	Telephone conference with D. Mecham and N. Lipford regarding
09/06/2018	Issa, F	0.70	Preparation for deposition of D. Mecham and email communications with N. Lipford regarding
09/06/2018	Issa, F	0.20	Email communications with L. Knox regarding
09/06/2018	Issa, F	0.30	Multiple email communications with N. Lipford
09/06/2018	Issa, F	1.80	Finalize defendant's response to plaintiff's motion to compel, including gathering and finalize exhibits in preparation for filing with court.
09/07/2018	Issa, F	0.20	Multiple email communications with N. Lipford and L. Knox
09/07/2018	Issa, F	0.10	Email communications with N. Lipford regarding
09/07/2018	Issa, F	0.10	Multiple email communications with plaintiff's counsel regarding plaintiff's supplemental document production and privilege log.
09/07/2018	Issa, F	1.80	Review and analyze plaintiff's second motion to compel and begin drafting response to plaintiff's second motion to compel.
09/07/2018	Issa, F	0.80	Draft defendant's first amended disclosures (including gathering contact information for individuals identified) and email communications with N. Lipford and L. Knox
09/07/2018	Issa, F	0.50	Draft joint motion to extend deadlines and multiple email communications regarding joint motion to extend deadlines and finalize in preparation for filing with court.
09/07/2018	Issa, F	0.10	3
09/09/2018	Issa, F	4.60	Draft response to plaintiff's second motion to compel.
09/10/2018	Issa, F	0.60	Draft defendant's supplemental objections and answers to plaintiff's interrogatories and requests for production and email communications with N. Lipford regarding
09/10/2018	Issa, F	0.30	Coordinate defendant's supplemental document production and email communications with plaintiff's counsel regarding same.
09/10/2018	Issa, F	0.60	Review and finalize response to plaintiff's second motion to compel (including preparing exhibits) and email communications with N. Lipford regarding

Norton Rose Fulbright US LLP is a limited liability partnership registered under the laws of Texas.

Invoice Date

October 12, 2018

Invoice Number

9495075590

Matter Description

Samuel Gonzales v. ConocoPhillips

Matter Number

1001005149

<u>DATE</u>	NAME	<u>HOURS</u>	<u>Description</u>
09/10/2018	Issa, F	1.40	Attend and defend deposition of D. Mecham
09/10/2018	Torres, M	0.30	Download files for production.
09/11/2018	Issa, F	0.10	Receive and review court's amended scheduling order and email communications with N. Lipford and L. Knox regarding
09/11/2018	Issa, F	0.10	Email communications with plaintiff's counsel regarding privilege log.
09/12/2018	Issa, F	0.50	Review and analyze plaintiff's supplemental document production.
09/18/2018	Issa, F	5.30	Review defendant's document production in preparation for
09/19/2018	Issa, F	5.60	Attend deposition preparation for F. Alexander and H. Sirdashney.
09/19/2018	Issa, F	0.10	Email communications with plaintiff's counsel regarding deposition of H. Sirdashney.
09/20/2018	Issa, F	0.80	Attend and defend deposition of F. Alexander.
09/21/2018	Issa, F	2.20	Attend and defend deposition of H. Sirdashney.
09/22/2018	Issa, F	3.10	Draft .
09/25/2018	Issa, F	0.10	Review and analyze plaintiff's supplemental document production and email communications with N. Lipford regarding:
09/25/2018	Issa, F	0.10	Email communications with N. Lipford and L. Knox regarding
09/26/2018	Issa, F	0.10	Conference with N. Lipford regarding
09/27/2018	Spearman, S	0.50	Examination and analysis of the deposition of Dan Mecham noting
Total		68.00	

TIME SUMMARY

NAME	<u>OFFICE</u>	<u>HOURS</u>	RATE	AMOUNT
Counsel				
Issa, F	Houston	67.20	640.00	43,008.00
			Sub Total	43,008.00
NAME	<u>OFFICE</u>	HOURS	RATE	<u>AMOUNT</u>

Norton Rose Fulbright US LLP is a limited liability partnership registered under the laws of Texas.

Invoice Date October 12, 2018		October 12, 2018	Invoice Number	9495075590	
Matter Description Samuel Gonzales v. ConocoPhillips					
Matter Numb	er	1001005149			
Paralegal					
Spearman, S		Houston	0.50	200.00	100.00
Torres, M		Houston	0.30	200.00	60.00
				Sub Total	160.00
Total			68.00		43,168.00
DISBURSEME	ENT SUM	MARY			
DATE	Descrip	<u>otion</u>			AMOUNT
Non-Taxable					
08/31/2018	018 PR00273433 Midland, Texas Samuel Gonzales divorce-Client-Other - NATIONWIDE RESEARCH COMPANY -			513.90	
09/20/2018	PR0027	PR00275795 Deposition - Meal-Client-Meals - TREEBEARDS INC			64.54
DESCRIPTION			AMOUNT		
Non-Taxable					
Courier Fees					17.28
TOTAL					595.72

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Case 4:17-cv-02374 Document 94-3 Filed on 04/25/19 in TXSD Page 48 of 76

INVOICE

 Invoice Number
 9495080459

 Matter Number
 1001005149

Invoice Date November 07, 2018

NRF Contact Shauna Johnson Clark

Your Reference 2016-0444

ConocoPhillips Company 1776 I St Nw Washington DC 20006-3700

NORTON ROSE FULBRIGHT

Norton Rose Fulbright US LLP

Fulbright Tower

1301 McKinney, Suite 5100

Houston TX 77010

Tel: +1 713-651-5151 Fax: +1 713-651-5246

www.nortonrosefulbright.com Tax ID No. 74-1201087

Accounts Contact:

nrfusaccountsreceivable@nortonrosefulbright.com

Samuel Gonzales v. ConocoPhillips Company

Professional Services Rendered to October 31, 2018 Charges

USD

SUMMARY

 Fees
 9,199.00

 Disbursements
 611.20

TOTAL AMOUNT DUE AND PAYABLE USD 9,810.20

Payable in 30 days

PAYMENT INFORMATION - Please reference the invoice number when remitting payment.

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Invoice Date

November 07, 2018

Invoice Number

9495080459

Matter Description

Samuel Gonzales v. ConocoPhillips

Matter Number

1001005149

Samuel Gonzales v. ConocoPhillips

TIME DETAILS

DATE	<u>NAME</u>	HOURS	<u>Description</u>
10/01/2018	Issa, F	0.40	Review and revise
10/02/2018	Clark, S	1.00	Review and revise
10/02/2018	Issa, F	0.10	Receive and review correspondence from plaintiff's counsel regarding attorney fees and email communications with N. Lipford regarding:
10/02/2018	Issa, F	0.30	Review and revise and email communications with N. Lipford regarding
10/04/2018	Issa, F	0.20	Receive and review orders from court regarding motions to compel and email communications with N. Lipford and L. Knox regarding
10/04/2018	Spearman, S	0.10	Examination and analysis of the order denying Plaintiff's Motion to Compel Responses.
10/07/2018	Issa, F	0.10	Email communications with N. Lipford and L. Knox regarding
10/10/2018	Issa, F	0.10	Receive and review correspondence from court reporter regarding errata sheets for H. Sirdashney and F. Alexander and email communications with N. Lipford and L. Knox regarding
10/16/2018	Issa, F	0.10	Email communications with N. Lipford regarding
10/16/2018	Issa, F	0.10	Email communications with L. Knox regarding
10/17/2018	Issa, F	0.30	Review legal research regarding
10/25/2018	Issa, F	1.40	Legal research and analysis regarding
10/28/2018	Issa, F	2.10	Legal research and analysis regarding
10/29/2018	Issa, F	2.50	Legal research and analysis regarding
10/31/2018	Issa, F	4.20	Draft defendant's motion for summary judgment.
10/31/2018	Issa, F	1.20	Draft defendant's motion for summary judgment.
Total		14.20	

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Invoice Date November 07, 2018 Invoice Number 9495080459

Matter Description Samuel Gonzales v. ConocoPhillips

Matter Number 1001005149

09/25/2018

TOTAL

Matter Numb	per 1001005149				
TIME SUMM	ARY				
NAME		<u>OFFICE</u>	<u>HOURS</u>	RATE	AMOUNT
Partner					
Clark, S		Houston	1.00	795.00	795.00
				Sub Total	795.00
NAME		<u>OFFICE</u>	<u>HOURS</u>	<u>RATE</u>	<u>AMOUNT</u>
Counsel					
Issa, F		Houston	13.10	640.00	8,384.00
				Sub Total	8,384.00
NAME		<u>OFFICE</u>	HOURS	RATE	<u>AMOUNT</u>
Paralegal					
Spearman, S		Houston	0.10	200.00	20.00
				Sub Total	20.00
Total			14.20		9,199.00
DISBURSEMI	ENT SUMMARY				
<u>DATE</u>	<u>Description</u>				<u>AMOUNT</u>
Non-Taxable					
10/05/2018		ed copy of the deposition	on of Frank David Alexand L SERVICES, LP -	er-Client-	160.10
10/05/2018		ed copy of the deposition	on o Heather Sirdashney-0 L SERVICES, LP -	Client-	247.05

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PR00276739 One copy of the deposition transcript of Don Mecham-Client-

Depositions/Transcripts - STRATOS LEGAL SERVICES, LP -

204.05

611.20

Case 4:17-cv-02374 Document 94-3 Filed on 04/25/19 in TXSD Page 51 of 76

INVOICE

9495088237 **Invoice Number** 1001005149 **Matter Number**

Invoice Date December 10, 2018 **NRF Contact** Shauna Johnson Clark

2016-0444 **Your Reference**

NORTON ROSE FULBRIGHT

Norton Rose Fulbright US LLP **Fulbright Tower** 1301 McKinney, Suite 5100

Houston TX 77010

Tel: +1 713-651-5151 Fax: +1 713-651-5246

www.nortonrosefulbright.com

Tax ID No. 74-1201087

Accounts Contact:

nrfusaccountsreceivable@nortonrosefulbright.com

ConocoPhillips Company 1776 I St Nw Washington DC 20006-3700

Samuel Gonzales v. ConocoPhillips Company

Professional Services Rendered to November 30, 2018

Charges USD

SUMMARY

45,696.00 Fees

TOTAL AMOUNT DUE AND PAYABLE

USD 45,696.00

Payable in 30 days

PAYMENT INFORMATION - Please reference the invoice number when remitting payment.

This bill is due for payment by credit transfer to the account of Norton Rose Fulbright US LLP | HSBC | 95 Washington Street, 4th FIr South, Buffalo, NY 14203 | Wire Routing Number 021001088 | ACH Routing Number 022000020 | SWIFT Number MRMDUS33 | CHIPS ABA: 0108 | Account Number 827023227 OR via Mail: Norton Rose Fulbright US LLP, Dept. 2613, PO Box 122613, Dallas, Texas 75312-2613

This invoice may include fees and disbursements of the member firms of the Norton Rose Fulbright Verein.

Invoice Date

December 10, 2018

Invoice Number

9495088237

Matter Description

Samuel Gonzales v. ConocoPhillips

Matter Number

1001005149

Samuel Gonzales v. ConocoPhillips

TIME DETAILS

DATE	NAME	HOURS	<u>Description</u>
11/01/2018	Issa, F	8.40	Draft defendant's motion for summary judgment.
11/02/2018	Issa, F	7.20	Draft defendant's motion for summary judgment.
11/03/2018	Issa, F	9.20	Draft defendant's motion for summary judgment.
11/04/2018	Issa, F	3.20	Draft defendant's motion for summary judgment.
11/05/2018	Issa, F	12.30	Draft defendant's motion for summary judgment.
11/06/2018	Clark, S	2.80	Continue to revise summary judgment motion.
11/06/2018	Issa, F	3.20	Draft defendant's motion for summary judgment.
11/07/2018	Clark, S	3.80	Continue to prepare and revise summary judgment motion.
11/07/2018	Issa, F	2.30	Draft declarations for F. Alexander, D. Mecham, and H. Sirdashney and email communications with N. Lipford regarding
11/07/2018	Issa, F	4.40	Review and analyze plaintiff's document production and defendant's document production to identify and prepare exhibits to motion for summary judgment.
11/08/2018	Issa, F	2.50	Multiple email communications regarding .
11/11/2018	Issa, F	2.10	Review, revise, and finalize defendant's motion for summary judgment.
11/12/2018	Clark, S	3.80	Review final motion and respond to client regarding
11/12/2018	Issa, F	2.40	Draft motion to seal exhibit and email communications with plaintiff's counsel regarding same and motion to extend deadlines and finalize motion for summary judgment and exhibits in preparation for filling with court.
11/12/2018	Torres, M	2.30	Prepare and file summary judgment motion.
11/13/2018	Issa, F	0.10	Telephone conference with plaintiff's counsel regarding motion to extend deadlines.
11/14/2018	Issa, F	0.20	Review and revise joint motion to extend deadlines and email communications with N. Lipford .

Norton Rose Fulbright US LLP is a limited liability partnership registered under the laws of Texas.

Invoice Date

December 10, 2018

Invoice Number

9495088237

Matter Description

Samuel Gonzales v. ConocoPhillips

Matter Number

1001005149

<u>DATE</u>	<u>NAME</u>	<u>HOURS</u>	Description		
11/19/2018	Issa, F	0.10	Receive and review court's communications with N. Lip		
11/26/2018	Issa, F	0.10	Email communications with	<u> </u>	• • •
11/27/2018	Spearman, S	0.20	Examination and analysis of	f·	,
Total		70.60	· .		
TIME SUMMA	ARY				
<u>NAME</u>		OFFICE	HOURS	RATE	AMOUNT
Partner					
Clark, S		Houston	10.40	795.00	8,268.00
				Sub Total	8,268.00
<u>NAME</u>		OFFICE	HOURS	RATE	AMOUNT
Counsel					
Issa, F		Houston	57.70	640.00	36,928.00
				Sub Total	36,928.00
NAME		OFFICE	HOURS	RATE	<u>AMOUNT</u>
Paralegal					
Spearman, S		Houston	0.20	200.00	40.00
Torres, M		Houston	2.30	200.00	460.00
				Sub Total	500.00
Total			70.60		45,696.00

Norton Rose Fulbright US LLP is a limited liability partnership registered under the laws of Texas.

Case 4:17-cv-02374 Document 94-3 Filed on 04/25/19 in TXSD Page 54 of 76

INVOICE

Invoice Number9495093852Matter Number1001005149Invoice DateJanuary 17, 2019NRF ContactShauna Johnson Clark

Your Reference 2016-0444

NORTON ROSE FULBRIGHT

Norton Rose Fulbright US LLP Fulbright Tower

1301 McKinney, Suite 5100 Houston TX 77010

Tel: +1 713-651-5151 Fax: +1 713-651-5246

www.nortonrosefulbright.com

Tax ID No. 74-1201087

Accounts Contact:

nrfusaccountsreceivable@nortonrosefulbright.com

ConocoPhillips Company 1776 I St Nw Washington DC 20006-3700

Samuel Gonzales v. ConocoPhillips Company

Professional Services Rendered to December 31, 2018

Charges

USD

SUMMARY

TOTAL AMOUNT DUE AND PAYABLE USD 768.00

Payable in 30 days

PAYMENT INFORMATION - Please reference the invoice number when remitting payment.

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This invoice may include fees and disbursements of the member firms of the Norton Rose Fulbright Verein.

Invoice Date

January 17, 2019

Invoice Number

9495093852

Matter Description

Samuel Gonzales v. ConocoPhillips

Matter Number

1001005149

Samuel Gonzales v. ConocoPhillips

TIME DETAILS

<u>DATE</u>	NAME	<u>HOURS</u>	Description
12/14/2018	Issa, F	0.10	Email and telephone communications with opposing counsel regarding plaintiffs motion to extend page limit and email communications with N. Lipford regarding
12/14/2018	Issa, F	0.10	Email communications with N. Lipford
12/17/2018	Issa, F	0.10	Email communications with opposing counsel regarding plaintiff's motion to extend page limit for response to defendant's motion for summary judgment.
12/18/2018	Issa, F	0.20	
12/20/2018	Issa, F	0.30	Email communications with N. Lipford regarding
12/20/2018	Issa, F	0.20	Review and review plaintiff's motion to extend deadline to respond to defendant's motion for summary judgment.
12/27/2018	Issa, F	0.10	
12/28/2018	Issa, F	0.10	Email communications with N. Lipford regarding

TIME SUMMARY

Total

NAME	<u>OFFICE</u>	<u>HOURS</u>	RATE	<u>AMOUNT</u>
Counsel				
Issa, F	Houston	1.20	640.00	768.00
			Sub Total	768.00

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1.20

Case 4:17-cv-02374 Document 94-3 Filed on 04/25/19 in TXSD Page 56 of 76

NORTON ROSE FULBRIGHT

Invoice Date

January 17, 2019

Invoice Number

9495093852

Matter Description

Samuel Gonzales v. ConocoPhillips

Matter Number

1001005149

Total 1.20 768.00

Norton Rose Fulbright US LLP is a limited liability partnership registered under the laws of Texas.

INVOICE

 Invoice Number
 9495099462

 Matter Number
 1001005149

Invoice Date February 14, 2019

NRF Contact Shauna Johnson Clark

Your Reference 2016-0444

NORTON ROSE FULBRIGHT

Norton Rose Fulbright US LLP

Fulbright Tower

1301 McKinney, Suite 5100 Houston TX 77010

Tel: +1 713-651-5151 Fax: +1 713-651-5246

www.nortonrosefulbright.com

Tax ID No. 74-1201087

Accounts Contact:

nrfusaccountsreceivable@nortonrosefulbright.com

ConocoPhillips Company 1776 I St Nw Washington DC 20006-3700

Samuel Gonzales v. ConocoPhillips Company

Professional Services Rendered to January 31, 2019

Charges

USD

SUMMARY

Fees 12,811.00

TOTAL AMOUNT DUE AND PAYABLE USD 12,811.00

Payable in 30 days

PAYMENT INFORMATION - Please reference the invoice number when remitting payment.

This bill is due for payment by credit transfer to the account of Norton Rose Fulbright US LLP | HSBC | 95 Washington Street, 4th Flr South, Buffalo, NY 14203 | Wire Routing Number 021001088 | ACH Routing Number 022000020 | SWIFT Number MRMDUS33 | CHIPS ABA: 0108 | Account Number 827023227 OR via Mail: Norton Rose Fulbright US LLP, Dept. 2613, PO Box 122613, Dallas, Texas 75312-2613

Invoice Date

February 14, 2019

Invoice Number

9495099462

Matter Description

Samuel Gonzales v. ConocoPhillips

Matter Number

1001005149

Samuel Gonzales v. ConocoPhillips

TIME DETAILS

<u>DATE</u>	<u>NAME</u>	HOURS	<u>Description</u>
01/02/2019	Issa, F	1.10	Review and analyze plaintiff's draft response to defendant's motion for summary judgment and develop outline in preparation for drafting reply.
01/04/2019	Torres, M	0.60	Retrieve court filings and exhibits for attorney review.
01/07/2019	Issa, F	0.10	Telephone conference with plaintiff's counsel regarding motion to strike prior response to defendant's motion for summary judgment.
01/08/2019	Issa, F	0.20	Email communications with N. Lipford and L. Knox
01/12/2019	Issa, F	0.80	Review and analyze plaintiff's draft response to defendant's motion for summary judgment and develop outline in preparation for drafting reply.
01/13/2019	Issa, F	3.30	Draft reply in support of motion for summary judgment.
01/14/2019	Issa, F	4.40	Draft reply in support of motion for summary judgment.
01/15/2019	Issa, F	1.20	Draft reply in support of motion for summary judgment.
01/16/2019	Issa, F	5.20	Draft reply in support of motion for summary judgment.
01/17/2019	Issa, F	3.20	Draft reply in support of motion for summary judgment and legal research regarding
01/18/2019	Issa, F	5.30	Draft defendant's motion to strike summary judgment evidence.
01/22/2019	Issa, F	1.10	Review and revise motion to strike and finalize reply and motion to strike in preparation for filing with court.
Total		26.50	

TIME SUMMARY

			Sub Total	12,691.00
Issa, F	Houston	25.90	490.00	12,691.00
Counsel				
<u>NAME</u>	<u>OFFICE</u>	HOURS	RATE	<u>AMOUNT</u>

Norton Rose Fulbright US LLP is a limited liability partnership registered under the laws of Texas.

Invoice Date

February 14, 2019

Invoice Number

9495099462

Matter Description

Samuel Gonzales v. ConocoPhillips

Matter Number

1001005149

NAME	<u>OFFICE</u>	HOURS	RATE	AMOUNT
Paralegal				
Torres, M	Houston	0.60	200.00	120.00
			Sub Total	120.00
Total		26.50		12,811.00

Norton Rose Fulbright US LLP is a limited liability partnership registered under the laws of Texas.

Case 4:17-cv-02374 Document 94-3 Filed on 04/25/19 in TXSD Page 60 of 76

INVOICE

Invoice Number9495106503Matter Number1001005149Invoice DateMarch 19, 2019NRF ContactShauna Johnson Clark

Your Reference 2016-0444

NORTON ROSE FULBRIGHT

Norton Rose Fulbright US LLP

Fulbright Tower

1301 McKinney, Suite 5100

Houston TX 77010 Tel: +1 713-651-5151

Fax: +1 713-651-5246

www.nortonrosefulbright.com

Tax ID No. 74-1201087

Accounts Contact:

nrfusaccountsreceivable@nortonrosefulbright.com

ConocoPhillips Company 1776 I St Nw Washington DC 20006-3700

Samuel Gonzales v. ConocoPhillips Company

Professional Services Rendered to February 28, 2019

Charges

USD

SUMMARY

Fees 126,349.50

TOTAL AMOUNT DUE AND PAYABLE USD 126,349.50

Payable in 30 days

PAYMENT INFORMATION - Please reference the invoice number when remitting payment.

This bill is due for payment by credit transfer to the account of Norton Rose Fulbright US LLP | HSBC | 95 Washington Street, 4th FIr South, Buffalo, NY 14203 | Wire Routing Number 021001088 | ACH Routing Number 022000020 | SWIFT Number MRMDUS33 | CHIPS ABA: 0108 | Account Number 827023227 OR via Mail: Norton Rose Fulbright US LLP, Dept. 2613, PO Box 122613, Dallas, Texas 75312-2613

Invoice Date

March 19, 2019

Invoice Number

9495106503

Matter Description

Samuel Gonzales v. ConocoPhillips

Matter Number

1001005149

Samuel Gonzales v. ConocoPhillips

TIME DETAILS

DATE	NAME	HOURS	Description
02/01/2019	Issa, F	0.50	Review and analyze plaintiff's response to defendant's motion to strike summary judgment evidence and develop outline in preparation for drafting reply.
02/03/2019	Issa, F	2.80	Draft reply in support of motion to strike summary judgment evidence.
02/04/2019	Issa, F	1.50	Draft reply in support of motion to strike summary judgment evidence and email communications with N. Lipford regarding
02/04/2019	Spearman, S	0.20	Assist attorney with finalizing and filing of Reply in Support of Motion to Strike Summary Judgment Evidence on behalf of client.
02/05/2019	Issa, F	0.30	Review and analyze court's procedures to consider upcoming deadlines for trial; multiple email communications with N. Lipford and plaintiff's counsel regarding
02/06/2019	Issa, F	0.10	Email communications with N. Lipford
02/07/2019	Issa, F	0.10	Receive and review order denying motion to strike summary judgment and email communications with N. Lipford regarding
02/07/2019	Issa, F	0.80	Draft motion to continue docket call and email communications with N. Lipford regarding
02/07/2019	Spearman, S	0.10	Examination and analysis of Order denying Defendants Motion to Strike Summary Judgment Evidence.
02/08/2019	Issa, F	1.00	Review and revise motion to continue docket call and multiple email and telephone communications ·
02/10/2019	Spearman, S	1.50	Extensive examination and analysis of
02/11/2019	Issa, F	0.10	Email communications with case manager regarding pending motion to continue docket call.
02/11/2019	Issa, F	2.50	Attention to trial preparation (including draft joint pretrial order and strategy related to trial).
02/12/2019	Issa, F	7.60	Attention to trial preparation (including exhibit list, joint pretrial order, research regarding motion to strike/motion to bifurcate non-jury and jury claims.
02/12/2019	Issa, F	0.10	Receive and review plaintiff's response to motion to continue docket call and email communications with N. Lipford regarding

Norton Rose Fulbright US LLP is a limited liability partnership registered under the laws of Texas.

Invoice Date

March 19, 2019

Invoice Number

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Matter Description

Samuel Gonzales v. ConocoPhillips

Matter Number

1001005149

DATE	NAME	<u>HOURS</u>	Description
02/12/2019	Spearman, S	0.20	Examination and analysis of Plaintiff's Response to Defendant's Motion to Continue Docket Call.
02/13/2019	Issa, F	11.20	Attention to trial preparation (including exhibit list, joint pre-trial order, motion to bifurcate trial).
02/14/2019	Issa, F	0.40	Preparation for and conference call with N. Lipford regarding
02/14/2019	Issa, F	8.30	Attention to trial preparation (including exhibit list, witness list, joint pretrial order, motion to bifurcate trial, jury instructions and interrogatories).
02/14/2019	Soloway, J	0.30	Conference with F. Issa regarding
02/14/2019	Soloway, J	0.20	Conduct legal research regarding
02/15/2019	Issa, F	12.60	Attention to trial preparation (including draft proposed jury instructions and interrogatories, exhibit list, motion to bifurcate trial).
02/16/2019	Issa, F	8.20	Attention to trial preparation (including draft findings of fact/conclusions of law, draft memorandum of law).
02/18/2019	Issa, F	11.60	Attention to trial preparation (including draft jury instructions and interrogatories, draft joint pretrial order, and legal research regarding
			1
02/18/2019	Soloway, J	0.20	Review and respond to emails from F. issa.
02/18/2019	Soloway, J	1.00	Review pleadings, including complaint, summary judgment motion and responses.
02/18/2019	Soloway, J	0.30	Conduct legal research regarding
02/18/2019	Spearman, S	5.50	Initial preparation of witness files and trial notebooks for attorneys attending on behalf of client.
02/19/2019	Clark, S	2.50	Review draft motion and joint pretrial order.
02/19/2019	Clark, S	2.00	Conference with clients regarding
02/19/2019	Issa, F	11.40	Attention to trial preparation (including draft jury instructions and interrogatories, draft joint pretrial order, draft exhibit list, draft memorandum of law, draft findings of fact/conclusions of law, review order denying motion for continuance, telephone conference with N. Lipford regarding multiple email communications with plaintiff's counsel, draft motion to bifurcate the trial).
02/19/2019	Soloway, J	0.30	Telephone conference wit F. issa regarding

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March 19, 2019

Invoice Number

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Matter Description

Samuel Gonzales v. ConocoPhillips

Matter Number

1001005149

DATE	<u>NAME</u>	<u>HOURS</u>	Description
02/19/2019	Soloway, J	1.80	Prepare jury charge.
02/19/2019	Spearman, S	0.10	Examination and analysis of order denying defendant's motion for continuance by Judge Hoyt.
02/19/2019	Spearman, S	5.50	Assist attorney with extensive review of 7092 defense documents and 1268 plaintiff's documents determining key materials for inclusion as trial exhibits.
02/20/2019	Clark, S	4.80	Continue to review and revise pretrial filings; revise joint pretrial order and findings of fact and conclusions of law; review and revise memorandum of law.
02/20/2019	Issa, F	16.70	Attention to trial preparation (including draft jury instructions and interrogatories, draft joint pretrial order, draft exhibit list, draft witness list, draft memorandum of law, draft findings of fact/conclusions of law, draft voir dire, multiple email communications with plaintiff's counsel).
02/20/2019	Spearman, S	3.00	Assist attorney with preparation of Defendant's Exhibit List generating electronic copies of exhibits.
02/20/2019	Spearman, S	4.20	Assist attorney with pretrial materials and witness materials pursuant to JPTO.
02/21/2019	Clark, S	3.80	Review and revise voir dire; review revised findings of fact; review exhibit list and discuss same; revise pretrial filings.
02/21/2019	Issa, F	14.40	Attention to trial preparation (including draft jury instructions and interrogatories, draft joint pretrial order, draft exhibit list, draft witness list, draft memorandum of law, draft findings of fact/conclusions of law, draft voir dire, multiple email communications telephone conference with plaintiff's counsel).
02/21/2019	Soloway, J	2.00	Attend to
02/21/2019	Spearman, S	3.10	Continue assisting with exhibit materials and potential demonstrative aids for use during trial.
02/22/2019	Clark, S	4.50	Review and revise motion in limine; review final pretrial filings; review Plaintiff's filings.
02/22/2019	Issa, F	8.30	Attention to trial preparation and filings (including finalizing pre-trial materials and multiple email and telephone communications with N. Lipford finalize motion in limine, finalize motion to bifurcate trial).
02/22/2019	Spearman, S	6.50	Revise exhibit and witness notebooks including materials for use to
02/22/2019	Spearman, S	0.60	Assist attorney with final preparation and filing of Defendant's Motion in Limine.
02/22/2019	Spearman, S	1.80	Confer with opposing counsel and finalize exhibits for joint pretrial order.

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<u>DATE</u>	NAME	HOURS	Description
02/22/2019	Spearman, S	0.60	Assist attorney with finalizing and filing joint motion to bifurcate trial.
02/24/2019	Spearman, S	2.00	Generate notebooks and preliminary research for attorneys attending docket call conference on behalf of client.
02/25/2019	Clark, S	3.30	Review file and prepare for summary judgment hearing.
02/25/2019	Issa, F	6.20	Draft outline
02/25/2019	Issa, F	0.20	Review and analyze plaintiff's pre-trial materials and initial disclosures and email communications with N. Lipford regarding
02/25/2019	Spearman, S	4.60	Continue generating Plaintiff's Exhibit notebooks determining specific documents from prior document productions.
02/25/2019	Spearman, S	3.40	Finalize generating Plaintiff's Exhibit notebooks determining specific documents from prior document productions.
02/26/2019	Issa, F	4.10	Draft outline for
02/26/2019	Issa, F	0.10	Email communications with case manager regarding in-person appearance for status conference.
02/26/2019	Spearman, S	2.80	Continue assisting attorneys with
02/27/2019	Clark, S	4.80	
02/27/2019	Issa, F	1.00	
02/27/2019	Issa, F	0.10	Email communications with N. Lipford regarding
02/27/2019	Spearman, S	4.80	Assist attorney with final preparation for docket call including examination of pending motions and research of case law.
02/28/2019	Clark, S	3.30	Continue to prepare for hearing; attend same and
02/28/2019	Clark, S	4.30	Communications with client regarding ; conference with opposing counsel regarding whether HR professional required at trial; discuss
02/28/2019	Issa, F	1.00	Attend status conference with court regarding docket call and conference with N. Lipford and S. Clark regarding
02/28/2019	Issa, F	0.40	Conference with S. Clark to discuss strategy related to

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Matter Description

Samuel Gonzales v. ConocoPhillips

Matter Number

1001005149

<u>DATE</u>	NAME	<u>HOURS</u>	<u>Description</u>		
02/28/2019	Issa, F	0.20	Email and telephone communication regarding testimony by H. Sirdashr	•	ounsel
02/28/2019	Spearman, S	1.20	Examination and analysis of the Co specific policies determining specif	OP Employee Hand	
Total		224.90			
TIME SUMMAR	RY				
NAME		OFFICE	<u>HOURS</u>	RATE	<u>AMOUNT</u>
Partner					
Clark, S		Houston	33.30	795.00	26,473.50
				Sub Total	26,473.50
<u>NAME</u>		OFFICE	<u>HOURS</u>	RATE	<u>AMOUNT</u>
Of Counsel					
Soloway, J		Houston	6.10	640.00	3,904.00
				Sub Total	3,904.00
<u>NAME</u>		OFFICE	<u>HOURS</u>	RATE	AMOUNT
Counsel					
Issa, F		Houston	133.80	640.00	85,632.00
				Sub Total	85,632.00
NAME		OFFICE	<u>HOURS</u>	<u>RATE</u>	AMOUNT
Paralegal					
Spearman, S		Houston	51.70	200.00	10,340.00
				Sub Total	10,340.00
Total			224.90		126,349.50

Norton Rose Fulbright US LLP is a limited liability partnership registered under the laws of Texas.

Case 4:17-cv-02374 Document 94-3 Filed on 04/25/19 in TXSD Page 66 of 76

INVOICE

 Invoice Number
 9495113074

 Matter Number
 1001005149

 Invoice Date
 April 18, 2019

NRF Contact Shauna Johnson Clark

Your Reference 2016-0444

NORTON ROSE FULBRIGHT

Norton Rose Fulbright US LLP Fulbright Tower 1301 McKinney, Suite 5100

Houston TX 77010

Tel: +1 713-651-5151 Fax: +1 713-651-5246

www.nortonrosefulbright.com

Tax ID No. 74-1201087

Accounts Contact:

nrfusaccountsreceivable@nortonrosefulbright.com

ConocoPhillips Company 1776 I St Nw Washington DC 20006-3700

Samuel Gonzales v. ConocoPhillips Company

Professional Services Rendered to March 31, 2019

Charges

USD

SUMMARY

 Fees
 120,307.50

 Disbursements
 61.00

TOTAL AMOUNT DUE AND PAYABLE USD 120,368.50

Payable in 30 days

PAYMENT INFORMATION - Please reference the invoice number when remitting payment.

This bill is due for payment by credit transfer to the account of Norton Rose Fulbright US LLP | HSBC | 95 Washington Street, 4th Flr South, Buffalo, NY 14203 | Wire Routing Number 021001088 | ACH Routing Number 022000020 | SWIFT Number MRMDUS33 | CHIPS ABA: 0108 | Account Number 827023227 OR via Mail: Norton Rose Fulbright US LLP, Dept. 2613, PO Box 122613, Dallas, Texas 75312-2613

This invoice may include fees and disbursements of the member firms of the Norton Rose Fulbright Verein.

Invoice Date

April 18, 2019

Invoice Number

9495113074

Matter Description

Samuel Gonzales v. ConocoPhillips

Matter Number

1001005149

Samuel Gonzales v. ConocoPhillips

TIME DETAILS

DATE	NAME	HOURS	DESCRIPTION
03/01/2019	Issa, F	5.40	Attention to trial preparation (email communications with plaintiff's counsel regarding potential witnesses for trial, multiple email communications regarding review and analyze plaintiff's exhibit list to consider and identify draft
03/04/2019	Clark, S	2.50	
03/04/2019	Clark, S	2.30	Continue to review deposition transcript and revise
03/04/2019	Issa, F	2.10	Attention to trial preparation (review and revise receive and review order regarding bench trial, email and telephone communications with plaintiff's counsel regarding motion to reschedule bench trial, draft motion to reschedule bench trial).
03/05/2019	Issa, F	6.70	Attention to trial preparation (including prepare defendant's amended exhibit list for bench trial, review and analyze plaintiff's exhibit list to consider and identify draft direct and cross outline for F. Alexander, draft direct and cross outline for D. Mecham).
03/05/2019	Spearman, S	5.00	Assist attorney with revision of exhibits with emphasis on ERISA related documents to
03/06/2019	Clark, S	2.00	Review deposition transcripts and respond to communications.
03/06/2019	Issa, F	0.40	Multiple email and telephone communications with plaintiff's counsel regarding settlement demand.
03/06/2019	Issa, F	5.20	Attention to trial preparation (including prepare amended exhibit list, amended findings of fact and conclusions of law, amended memorandum of law).
03/07/2019	Issa, F	0.60	Telephone conference with N. Lipford regarding
03/07/2019	Issa, F	5.40	Attention to trial preparation (including amended exhibit list, amended witness list, multiple email communications with plaintiff's counsel regarding settlement and exhibit lists, amended findings of fact and conclusions of law, amended memorandum of law).
03/08/2019	Spearman, S	4.10	Initial draft of powerpoint presentation and timeline of events for attorney approval.

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Invoice Date April 18, 2019 Invoice Number 9495113074

Matter Description Samuel Gonzales v. ConocoPhillips

Matter Number 1001005149

<u>DATE</u>	NAME	HOURS	DESCRIPTION
03/10/2019	Spearman, S	2.50	Organization of document production determining additional notebooks needed for trial.
03/11/2019	Issa, F	0.10	Telephone conference with plaintiff's counsel regarding plaintiff's exhibit list for bench trial.
03/12/2019	Issa, F	6.10	Attention to trial preparation (including revising binder with amended exhibits, review plaintiff's witness list, email and telephone communications with N. Lipford regarding draft business records affidavit for D. Mecham and H. Sirdashney, email communications with opposing counsel regarding amended exhibit list, draft cross and direct outline for F. Alexander, draft cross and direct outline for D. Mecham).
03/12/2019	Spearman, S	0.20	Finalize and file amended exhibit list on behalf of client.
03/12/2019	Spearman, S	0.30	Examination and analysis of Plaintiff's Amended Exhibit List comparing to previous and noting
03/12/2019	Spearman, S	0.20	Finalize and file Amended Witness List on behalf of clients.
03/12/2019	Spearman, S	3.20	Generate revised trial notebooks and electronic exhibits due to amended exhibits by plaintiff.
03/12/2019	Spearman, S	0.30	Assist attorney with finalizing and filing amended memorandum of law on behalf of clients.
03/12/2019	Spearman, S	0.20	Finalize and file proposed findings of fact/conclusions of law on behalf of clients.
03/15/2019	Spearman, S	2.50	Generate various notebooks containing Plaintiff's Bench Trial Exhibits for use during trial by defense counsel.
03/15/2019	Spearman, S	1.40	Continue examination and comparison of the video deposition of plaintiff Gonzales determining
03/18/2019	Clark, S	1.00	Continue trial prep;
03/18/2019	Issa, F	3.40	Attention to trial preparation (including draft direct and cross trial outline for D. Mecham).
03/18/2019	Spearman, S	2.40	Finalize first amended exhibits generating electronic version for client review.
03/18/2019	Spearman, S	1.00	Extensive research on plaintiff's background identifying key documents needed to
03/19/2019	Issa, F	4.60	Attention to trial preparation (including draft cross and direct trial outline for D. Mecham, research regarding multiple email communications regarding conference with S. Clark regarding

Continue assisting attorney with amended pretrial filings and exhibit

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Matter Description

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Matter Number

1001005149

DATE	NAME	HOURS	DESCRIPTION
03/19/2019	Spearman, S	3.00	use for trial.
03/20/2019	Clark, S	1.30	Prepare for trial; conference with clients regarding
03/20/2019	Issa, F	0.40	Receive and review email correspondence from opposing counsel regarding defendants' document production, coordinate access to defendants' document production, and email communications with opposing counsel regarding defendants' document production.
03/20/2019	Issa, F	3.80	Attention to trial preparation (including timeline and severance pay plan provisions for demonstrative exhibits, legal research and analysis regarding
03/20/2019	Issa, F	0.80	Telephone conference with N. Lipord regarding and telephone conference with C. Throckmorton regarding settlement discussions.
03/20/2019	Spearman, S	4.00	Assist attorney with motions notebook determining need for amended trial pleadings.
03/21/2019	Issa, F	0.10	Telephone communications with opposing counsel regarding settlement offer and email communications with N. Lipford regarding
03/21/2019	Issa, F	0.20	
03/21/2019	Issa, F	5.30	Attention to trial preparation (including review deposition of C. Churchill, draft cross and direct trial outline for C. Churchill, review and revise demonstrative exhibits, review plaintiff's findings of fact/conclusions of law, review plaintiff's memorandum of law, draft shell for cross trial outline for plaintiff, research regarding
03/21/2019	Spearman, S	0.30	Examination and analysis of Proposed Findings of Fact and Conclusions of Law by plaintiff noting
03/21/2019	Spearman, S	0.30	Examination and analysis of Plaintiff's Pretrial Memorandum.
03/21/2019	Spearman, S	1.70	Extensive research on plaintiff's background identifying
03/22/2019	Issa, F	0.30	Telephone conference regarding
03/22/2019	Issa, F	4.20	Attention to trial preparation (including defendants' amended exhibit list, demonstrative exhibits, draft notice for business records affidavits and file business records affidavits, review plaintiff's amended exhibit list, review deposition of C. Churchill, draft cross and direct outline for C. Churchill).

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Invoice Date April 18, 2019 Invoice Number 9495113074

Matter Description Samuel Gonzales v. ConocoPhillips

Matter Number 1001005149

<u>DATE</u>	NAME	<u>HOURS</u>	DESCRIPTION
03/22/2019	Spearman, S	1.50	Continue drafting visual aids/presentation for use during trial to
03/22/2019	Spearman, S	0.30	Examination and analysis of the amended exhibit list of Samuel Gonzales comparing to previous and noting
03/22/2019	Spearman, S	0.30	Finalize and file Second Amended Exhibit List on behalf of client.
03/22/2019	Spearman, S	0.20	Finalize and file Notice of Filing Business Records Affidavits on behalf of client.
03/23/2019	Clark, S	3.00	Prepare for trial;
03/23/2019	Issa, F	7.50	Attention to trial preparation (including review of plaintiff's amended exhibit list, draft objections to plaintiff's amended exhibit list, research case law regarding review deposition transcript of C. Churchill, draft cross and direct trial outline for C. Churchill).
03/23/2019	Spearman, S	2.20	Preparation of witness files for trial.
03/24/2019	Issa, F	6.60	Attention to trial preparation (including review deposition transcript of H. Sirdashney, draft cross and direct trial outline of H. Sirdashney, draft outline of objections for plaintiff's exhibits in preparation for trial, draft cross and direct trial outline for C. Churchill).
03/24/2019	Spearman, S	2.50	Mark exhibits consistent with local rules.
03/25/2019	Clark, S	7.50	Continue to prepare for trial;
			er en
03/25/2019	Issa, F	7.00	Preparation for and attend witness trial preparation for D. Mecham and C. Churchill.
03/25/2019	Spearman, S	0.80	Meet and confer with trial graphics support to generate amended timeline of key occurrences to
03/26/2019	Issa, F	3.40	Attention to trial preparation (including coordination of trial-related documents for trial, and draft defendants' motion to exclude evidence outside of administrative record).
03/26/2019	Spearman, S	4.20	Draft revisions to exhibit notebooks and amend severance pay plan slides to reflect supplemental plaintiff's exhibits.
03/27/2019	Clark, S	3.30	Continue to prepare for trial;
03/27/2019	Issa, F	6.60	Attention to trial preparation (including attend witness prep for F. Alexander, email communications with N. Lipford regarding , review and revise outline for D. Mecham, review and revise outline for C. Churchill, review and revise

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Invoice Date

April 18, 2019

Invoice Number

9495113074

Matter Description

Samuel Gonzales v. ConocoPhillips

Matter Number

1001005149

DATE	NAME	HOURS	DESCRIPTION demonstrative exhibits, coordinate certified copies of pleadings for
			rebuttable exhibits).
03/27/2019	Spearman, S	4.60	Draft revisions to exhibit notebooks and amend powerpoint presentation to reflect additional exhibits.
03/28/2019	Clark, S	4.30	Continue to prepare for trial; review and revise outlines.
03/28/2019	Issa, F	9.20	Attention to trial preparation (including demonstrative exhibits, motion to exclude evidence outside the administrative record, review and revise cross and direct trial outline for D. Mecham, review and revise cross and direct trial outline for F. Alexander, coordinate certified copies of pleadings for rebuttal evidence, finalize objections to plaintiff's exhibit list, email and telephone communications with plaintiff's counsel regarding motion to exclude evidence and exchange of exhibits per local rules).
03/28/2019	Spearman, S	8.00	Continue preparing exhibit notebooks and visual presentation for use during trial.
03/29/2019	Clark, S	5.80	Continue trial prep;
03/29/2019	Issa, F	8.80	Attention to trial preparation (including review and revise cross and direct trial outline of D. Mecham, review and revise cross and direct trial outline of C. Churchill, finalize and file motion to exclude evidence outside of administrative record and amended witness list, demonstrative exhibits, telephone conference with client regarding
03/29/2019	Spearman, S	8.00	Continue preparing exhibit notebooks and visual presentation for use during trial.
03/30/2019	Issa, F	9.70	Attention to trial preparation (including review and revise cross and direct trial outline for H. Sirdashney, review objections to business records affidavit, research regarding business records exception, draft response to objections to business records exception, draft arguments in response to plaintiff's objections to defendant's exhibits).
03/30/2019	Spearman, S	4.00	Update trial notebooks and visual aids.
03/31/2019	Clark, S	1.50	Continue to prepare for trial.
03/31/2019	Issa, F	4.40	Attention to trial preparation (including draft response to objections to business records affidavit and develop arguments for plaintiff's objections to defendants' exhibits).
03/31/2019	Issa, F	5.20	Attention to trial preparation (including cross and direct trial outline for H. Sirdashney and draft response to objections to business records affidavit).

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Invoice Date	April 18, 2019	Invoice Numb	oer 94951130	74
Matter Descrip	tion Samuel Gonzales v. ConocoPhillips			
Matter Number	1001005149			
Total	227.20			
TIME SUMMAR	Y			
NAME		<u>HOURS</u>	RATE	AMOUNT
Partner				
Clark, S		34.50	795.00	27,427.50
			Sub Total	27,427.50
NAME		HOURS	RATE	AMOUNT
Counsel				
Issa, F		123.50	640.00	79,040.00
			Sub Total	79,040.00
<u>NAME</u>		HOURS	RATE	<u>AMOUNT</u>
Paralegal				
Spearman, S		69.20	200.00	13,840.00
			Sub Total	13,840.00
Total			227.20	120,307.50
DISBURSEMEN	TSUMMARY			
<u>DATE</u>	DESCRIPTION			AMOUNT
Non-Taxable				
03/28/2019	ER00177477 03/28/2019 -Mesuron Spearman transcript on Samuel Gonzales (\$53.00 for trar Court will only accept cashier's check			61.00
TOTAL				61.00

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DRAFT BILL

7000528251

Draft Bill Number Matter Number

1001005149

Client Number

10046471

Client Name

ConocoPhillips Company

Invoice Date

April 22, 2019

NRF Contact

Shauna Johnson Clark

Your Reference

2016-0444

NORTON ROSE FULBRIGHT

Norton Rose Fulbright US LLP

Fulbright Tower

1301 McKinney, Suite 5100

Houston TX 77010

Tel: +1 713-651-5151

Fax: +1 713-651-5246

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Tax ID No. 74-1201087

Accounts Contact:

nrfusaccountsreceivable@nortonrosefulbright.com

ConocoPhillips Company 1776 I St Nw Washington DC 20006-3700

Samuel Gonzales v. ConocoPhillips Company

Professional Services Rendered to April 22, 2019

Charges

USD

SUMMARY

51,741.50

225.26

8.00

USD

51,974.76

Fees Disbursements

Other Charges TOTAL AMOUNT DUE AND PAYABLE

Payable in 30 days

PAYMENT INFORMATION - Please reference the invoice number when remitting payment.

This bill is due for payment by credit transfer to the account of Norton Rose Fulbright US LLP | HSBC | 95 Washington Street, 4th Fir South, Buffalo, NY 14203 | Wire Routing Number 021001088 | ACH Routing Number 022000020 | SWIFT Number MRMDUS33 | CHIPS ABA: 0108 | Account Number 827023227 OR via Mail: Norton Rose Fulbright US LLP, Dept. 2613, PO Box 122613, Dallas, Texas 75312-2613

This invoice may include fees and disbursements of the member firms of the Norton Rose Fulbright Verein.

Invoice Date

April 22, 2019

Draft Bill Number

7000528251

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Matter Description

Samuel Gonzales v. ConocoPhillips

Matter Number

1001005149

Samuel Gonzales v. ConocoPhillips

TIME DETAILS

<u>DATE</u>	NAME	<u>HOURS</u>	DESCRIPTION
04/01/2019	Clark, S	2.00	•
04/01/2019	Clark, S	3.80	Continue trial preparation; revise all outlines; revise cross of plaintiff.
04/01/2019	Clark, S	4.50	Prepare witnesses for trial.
04/01/2019	Issa, F	13.80	Attention to trial preparation (including preparation of C. Churchill and H. Sirdashney, demonstrative exhibits, review and revise trial outlines for D. Mecham, F. Alexander, and C. Churchill, review response to exclude evidence outside of administrative record and research related to email communications with case manager, finalize and file response to objections to business records, review plaintiff's exhibit binder and email communications with plaintiff's counsel regarding same, chart for plaintiff's objections to defendants' exhibits, review correspondence from plaintiff's counsel regarding redaction of benefits committee meeting).
04/02/2019	Clark, S	12.00	Continue to prepare for trial;
04/02/2019	Issa, F	11.20	Attention to trial preparation (including trial preparation of F. Alexander and D. Mecham, demonstrative exhibits, analysis and strategy related to arguments for motion to exclude evidence outside administrative record, case law for arguments related to motion to exclude evidence outside administrative record, review and revise trial outlines, and other trial-related tasks).
04/02/2019	Spearman, S	0.20	Examination and analysis of Plaintiff's Amended Proposed Fact/Conclusions of Law comparing to previous.
04/03/2019	Clark, S	10.50	Continue to prepare for trial; prepare for pretrial hearing;
			participate in trial.
04/03/2019	Issa, F	8.80	Preparation for and attend trial.

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Invoice Date

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Matter Description

Samuel Gonzales v. ConocoPhillips

Matter Number

1001005149

DATE	<u>NAME</u>	<u>HOURS</u>	DESCRIPTION
04/03/2019	Spearman, S	10.00	TRIAL ATTENDANCE - Prepare for and attend bench trial on ERISA claims.
04/04/2019	Clark, S	1.00	
04/08/2019	Clark, S	0.30	Review court's order excluding exhibits.
04/08/2019	Issa, F	0.10	Receive and review court's order regarding motion to exclude evidence outside the administrative record and order regarding motion to bifurcate trial and email communications with N. Lipford regarding
04/10/2019	Issa, F	0.10	Receive and review court's marked copies of exhibits and email communications with N. Lipford regarding
04/12/2019	Issa, F	1.30	Research regarding
Total		79.60	

TIME SUMMARY

Partner

<u>NAME</u>	HOURS	RATE	AMOUNT
Clark, S	34.10	795.00	27,109.50
		Sub Total	27,109.50
Counsel			
NAME	<u>HOURS</u>	RATE	<u>AMOUNT</u>
Issa, F	35.30	640.00	22,592.00
		Sub Total	22,592.00
Paralegal			
NAME	HOURS	RATE	AMOUNT
Spearman, S	10.20	200.00	2,040.00
		Sub Total	2,040.00
Total	79.60		51,741.50

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Invoice Date April 22, 2019 Draft Bill Number 7000528251 Page 4

Matter Description Samuel Gonzales v. ConocoPhillips

Matter Number 1001005149

DISBURSEMENT SUMMARY

DATE	DESCRIPTION			<u>AMOUNT</u>
Non-Taxable				
04/03/2019	PR00295806 Client Meeting - Luncheon-Clier CONCIERGE -	-Meals - COF	RPORATE CATER	ING 179.16
DESCRIPTION	<u>.</u>			AMOUNT
Non-Taxable				
Courier Fees				46.10
Document Pro	duction			8.00
TOTAL				233.26

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